

67th

Annual Report

**United States Civil Service
Commission**

FISCAL YEAR ENDED
JUNE 30, 1950



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON, D. C.

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LETTER OF TRANSMITTAL

WASHINGTON, D. C., *November 15, 1950.*

THE PRESIDENT OF THE UNITED STATES.

SIR: We have the honor to submit the following report for the fiscal year ended June 30, 1950, with recommendations of changes to improve the Federal executive civil service.

Respectfully submitted.

HARRY B. MITCHELL,
FRANCES PERKINS,
JAMES M. MITCHELL,
Commissioners.

LETTER OF TRANSMITTAL

Washington, D. C., November 15, 1950

The President of the United States

Dear Mr. President: I have the honor to submit the following report for the period from July 30, 1950, with recommendations of changes in the Federal executive civil service.

Respectfully submitted,

Harvey B. Milkman

Director of Civil Service

United States Civil Service

(Enclosure)

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I

Introduction and Recommendations

OUTSTANDING DEVELOPMENTS OF THE YEAR

Korean Emergency

The outbreak of hostilities in Korea in June 1950 had sudden and far-reaching effects on the Commission's program. To supply qualified and loyal employees promptly to the expanding defense agencies of the Government became our first responsibility. Other activities immediately became subordinate.

Within a few days after the outbreak of hostilities, the Commission entered into special agreements with the Department of Defense and certain other agencies having defense functions—agreements which were designed to clear the way for speedy recruitment of additional personnel needed for defense work. The defense agencies were authorized to make "emergency-indefinite" appointments—that is, temporary for the duration of the emergency—and to make direct appointments to positions for which the Commission had no adequate registers of eligibles.

For most types of positions, the Commission has been able to meet the needs of the agencies by certifying names from registers. A result has been a marked increase in the Commission's certification workload.

Expansion of the defense agencies has affected the Commission's operations in other ways. Several of the Commission's most capable employees have been assigned as liaison representatives to expedite the Commission's service to those agencies. The task of expediting loyalty record-checks and inquiries regarding the new employees has placed a heavy burden on our investigative staff.

In July, the Chairman of the Commission addressed the following message to all employees of the Commission:

Once again the United States is faced with an emergency which calls for sustained, conscientious work—and patriotic devotion to duty—on the part of all employees of the U. S. Civil Service Commission.

Those who answer the call to service in the armed forces will give their utmost to bring this emergency to a successful conclusion. Their sacrifices will end more quickly if every civilian employee of the Government does his work well. There should not be, there must not be, a single delay that could be avoided by fast and proper action on the part of a Commission employee.

The Civil Service Commission is pledged to give the defense agencies every priority needed, and all possible assistance, in working out personnel problems. I, personally, want all employees to realize the importance of their work in the Commission and to know that the Commission is relying on them to see to it that nothing is left undone that will further the program of assisting the defense agencies to the utmost.

A few weeks ago, Commission employees dedicated a bronze plaque to fellow-workers who gave their lives in the two world wars. We determined then that we would do everything in our power to strengthen our Nation and keep it strong. A test of our determination—and of our courage and faith—is now facing us. It faces every real American.

If every employee of the Commission will resolve to meet the test squarely, along with employees of other Government agencies, there can be no doubt about our ability to fulfill our obligations in this emergency, or about the outcome of our concentrated efforts.

Although a host of problems in personnel management have arisen as a result of the emergency, many of them are not new, having been encountered in some form in the course of World War II. Moreover, aside from the war, personnel management has made rapid gains in the past decade. On the whole, it may be said that both the Commission and the employing agencies are better equipped than ever before to meet the personnel problems which arise under emergency conditions.

Hoover Commission Recommendations

The personnel recommendations of the Commission on Organization of the Executive Branch of the Government (Hoover Commission), submitted in February 1949, were studied intensively by the legislative and executive branches during the fiscal year 1950. While general agreement was not reached on all of them, considerable progress was made in putting a number of them into effect.

The Commission was gratified to note the following statements in a report of the Senate Committee on Expenditures in the Executive Departments (S. Rept. No. 2581, 81st Cong.):

* * * recommendations with respect to administration of the Civil Service Commission have been well activated as have recommendations for a broader perspective in the Civil Service Commission in matters of recruiting and examining personnel.

* * * * *

The record of the entire Federal structure with respect to the Hoover Commission report on personnel management is remarkably good and, by the very nature of the subject involved, further activation and modification may be expected on a continuing basis.

The following legislative and administrative changes are noteworthy:

1. REORGANIZATION OF THE CIVIL SERVICE COMMISSION

Reorganization Plan No. 5 of 1949, which became effective in August 1949, changed the title of the head of the Commission from "president" to "chairman." It placed upon the Chairman the responsibility for administrative direction of the Commission's operations. The three Commissioners are responsible for determination of policy and for the appellate functions of the organization.

The first year of operation under the new plan has shown it to be a practicable means of achieving the advantages of unified administrative direction while preserving the benefits of a three-member bipartisan Commission for policy determination and the hearing of appeals. As soon as the reorganization plan became effective, the Chairman directed that a number of steps be taken toward speeding up and improving the operations of the Commission. These had to do primarily with the examining program. By May 1950, the Commission was able to announce that applicants for Federal positions receive results of their civil-service examinations in one-half the time that was required a year prior to that date. Other improvements in the examining program are discussed in part II of this report.

2. STANDARDS FOR OPERATION OF AGENCY PERSONNEL OFFICES

The report of the Commission on Organization recommended that the Civil Service Commission develop standards for the operation of agency personnel offices. Later, a report of the President's Advisory Committee on Management Improvement stated that the Commission should define the nature and scope of agency personnel programs and develop improved operating standards; this report was approved by the President in a statement of January 17, 1950. Under this authority, the Commission is preparing, for distribution to the agencies, an outline of the elements of a complete agency personnel program. In addition, the Commission is working with the Bureau of the Budget and the agencies in developing a uniform system of maintaining personnel records in agency personnel offices.

3. ATTRACTING YOUNG COLLEGE GRADUATES INTO THE SERVICE

The report of the Commission on Organization called attention to the need for attracting competent junior personnel into the Federal service. The Civil Service Commission has stressed the importance of this phase of personnel management for many years, and since 1934 has held annual examinations to attract college graduates into the service. Further steps were taken during the past year in improving the examinations for professional, scientific, technical, and administrative positions at the junior level. (See pp. 15 and 19.)

4. POSITION CLASSIFICATION AND PAY ADMINISTRATION

The report recommended that day-by-day administration of job evaluation should be the responsibility of departments and agencies, under standards published and enforced by the Commission. The Civil Service Commission has urged such a plan for several years, and the Classification Act of 1949, approved on October 28, 1949, embodies this recommendation.

The report also urged higher salaries for officers and employees in the top levels. Public Law 359, approved October 15, 1949, established a higher salary schedule for 229 policy-making positions in the executive branch of the Government. This schedule ranges from \$14,000 to \$22,500. The Classification Act of 1949 provides three new grades for top career positions; the salaries range from \$11,200 to \$14,000. (See p. 37.)

5. FEDERAL PROMOTION POLICY

The report recommended that Federal agencies work out, under the direction of the Civil Service Commission, specific programs for promoting career employees. In April 1950 the Commission issued a seven-point promotion program for Federal agencies. This program was adopted after thorough discussion with representatives of Federal agencies and with representatives of employee organizations. The primary objective of the plan is to require systematic consideration of all qualified employees when vacancies occur in higher-grade positions. Each agency is required to develop a program, after consultation with its employees, which will be consistent with the broad principles of the Government-wide plan. Programs of individual agencies will necessarily vary according to the size of the agency and the type of work carried on. The operation of agency programs will be reviewed regularly by the Commission's inspection service.

6. DEVELOPMENT OF A TRANSFER PLAN

The report recommended that the Commission work out a plan for transfers and promotions across agency lines. For several years the Commission, with the cooperation of Federal agencies, has operated an informal transfer program for the purpose of arranging transfers of employees who are in higher-grade positions. (See p. 18.) This program has been broadened during the year; it has been coordinated with the Commission's plan for referring displaced career employees, and the staff engaged in it has been increased.

7. STAFF DEVELOPMENT

The report urged that a greater number of capable administrators be developed in the Federal service. In line with this objective, the Civil Service Commission announced during the year a new program for the development of Federal career executives. Through "executive development agreements" with the Commission, the agencies are given greater latitude to assign employees to the various fields of administration in order to broaden their experience. (See p. 17.)

8. EFFICIENCY RATINGS

The Classification Act of 1949 required the Commission to make a study of efficiency-rating systems in the Federal service and submit a report to Congress setting forth its views. This report was submitted on February 1, 1950, and included a draft of proposed legislation greatly simplifying the uniform efficiency-rating system. (See p. 46.)

RECOMMENDATIONS

Recommendations for Legislation

1. RECRUITING AND EXAMINING

With a view to achieving greater flexibility in recruiting and examining functions, legislation should be enacted to effect the following changes:

(a) The Commission should be authorized to enter into employment agreements with agencies, setting forth clearly the respective responsibilities of the Commission and the agencies for recruitment and examining. These agreements should specify the positions for which the Commission would continue to conduct examinations and those for which the agency would conduct examining programs under standards approved by the Commission and subject to its supervision and direction. The Commission would retain full authority to protect the merit system and would be able to correct errors or violations and, if necessary, withdraw examining authority from the agency.

(b) Without diminishing in any degree the examination and appointment benefits which have been conferred upon veterans by the Veterans' Preference Act of 1944, the Commission should be enabled to (1) permit the substitution of category rating for numerical rating of the qualifications of applicants for certain administrative, professional, and scientific positions, and (2) continue the present system

of numerical rating and selection under the traditional "rule of three" at the Commission's discretion. For certain positions, however, the Commission would be authorized to permit an appointing officer to select one eligible from five whose names have been certified to him, rather than from only three, except for postal field positions.

2. RECRUITING AT WITHIN-GRADE SALARY RATES

The Commission should be given authority to permit recruitment to positions under the pay scales of the Classification Act at an appropriate within-grade salary rate, rather than always at the minimum rate of the grade, whenever it finds, on the basis of its recruiting experience, that such action is necessitated by extreme difficulty in filling such positions.

Under such authority, the Commission would establish a proper within-grade salary rate as the official minimum rate for certain classes of positions located in specified organizations and areas. In the interest both of recruiting and of retaining qualified workers in such positions and in order to be fair to persons previously recruited, the new minimum rate would apply equally to new appointees and present employees in such positions.

3. STAFF DEVELOPMENT

Under appropriate safeguards to insure that the Government obtains a return on its investment, Federal agencies should be authorized to—

- (a) Provide necessary on-the-job training for career employees of a nature that does not duplicate training available in recognized educational institutions, the cost to be paid out of the agency's regular appropriations.
- (b) Assign, with pay, scientific, technical, professional, and administrative employees to recognized universities, laboratories, and industrial plants for advanced study, research, or first-hand experience with improved methods, technical developments and discoveries directly related to the work of their agencies.
- (c) Grant official leave to scientific, professional, technical, and administrative personnel, such leave to be spent in gaining experience or training of special benefit to the Government.

4. REDUCTIONS IN FORCE

Legislation governing reductions in force should be revised in such a way as to permit recognition of the retention rights of veterans

without forcing agencies to separate employees with many years of service. The legislation should also be revised to recognize the retention rights of (a) employees with permanent, substantial, service-connected disabilities—incurred in military service or in Federal civilian service—who are fully qualified for continuing work and (b) employees with exceptional qualifications.

5. VETERAN PREFERENCE

(a) Persons entitled to veteran preference should be required to obtain a passing grade before preference points are added to their ratings.

(b) Ten-point preference granted to veterans on the basis of their disabilities should be granted only to those whose disabilities are compensable under laws administered by the Veterans Administration.

6. POSTMASTERS

The requirement for Senate confirmation of postmasters in first-, second-, and third-class offices should be eliminated, and the career system should be extended to all postmaster positions. Politics should be eliminated from the appointment of postmasters.

7. COMPENSATION OF MAINTENANCE WORKERS

Federal agencies should be authorized to compensate crafts, trades, and other manual-labor groups engaged in maintenance work (now in the CPC schedule of the Classification Act of 1949) in accordance with prevailing wage rates. These employees are far outnumbered by employees who are engaged in similar—sometimes identical—occupations connected with production and construction activities and are paid on a prevailing wage-rate basis. The administrative difficulties and inequities attached to the present situation make the retention of these groups under the Classification Act increasingly undesirable. The remaining groups of positions—chiefly guards, fire-fighters, and messengers—should be reclassified in the General Schedule, and the Crafts, Protective, and Custodial Schedule should be eliminated.

8. DUAL COMPENSATION

The laws restricting dual employment and compensation should be modified and consolidated.

9. PRIVATE EMPLOYMENT AGENCIES

Private employment agencies which seek to victimize applicants for Federal employment by charging them for alleged help in obtaining Federal jobs should be liable to punishment.

10. SUSPENSIONS

The present requirement of law is that permanent employees, prior to suspension, must receive notice and an opportunity to reply. This does not provide for emergency situations in which the good of the service requires immediate suspension—where, for example, an employee becomes physically or mentally unfit and endangers his own life or the lives of others. The Commission therefore recommends that in emergencies agencies be authorized to suspend immediately the employees concerned. For nonemergency suspensions and all dismissals, notice and an opportunity to reply would still be required.

Recommendations to Agencies

(1) Special efforts should be made to ascertain that the skills of all employees are being utilized to the maximum. Increasing labor shortages make it imperative that the full time of every employee be productively used and at his highest skill.

(2) With the increasing shortage of skilled employees, agencies should initiate intensive programs to develop their employees for more highly skilled and more responsible assignments. It is important that agencies identify in their ranks employees with executive aptitude and work out plans to train and develop them for executive assignments. The Commission has recently appointed a Director of Executive Development Programs to assist the agencies in this important activity.

(3) Employees who fail to meet the performance standards set for the positions they occupy should, if possible, be placed in positions in which they are fully competent to serve. Those who cannot be properly placed should be separated from the service. The separation of incompetent employees is a relatively simple task under present law and regulations. The Commission's law office in Washington and the regional offices in the field are available to advise agencies seeking information on this subject.

(4) Agencies should constantly encourage outstanding performance and pride in work. Some of the means by which encouragement can be given are suggested below:

(a) *Orientation.*—Employees should be carefully oriented to their positions, to their agencies, and to the public service. There should be a continuous flow of information to employees about the programs of their agencies, about the accom-

plishments of the agencies, and about the relationship between individual employees and these goals and results.

(b) *Performance Standards.*—Agencies should establish performance standards which set forth—in concrete and understandable terms—quality, quantity, and other measures of satisfactory work for each position. Performance of employees should be evaluated against these standards.

(c) *Selection of Supervisors.*—In selecting and training supervisors, greater emphasis should be placed upon discovering and developing these qualities: understanding of human relations, and ability to bring about effective teamwork.

(d) *Awards.*—Greater emphasis should be placed upon cash awards and within-grade salary increases as rewards for money-saving ideas and outstanding performance.

(5) Agencies should develop and put into effect programs which offer employees opportunities for self-development.

II

Recruiting, Examining, and Placement

DEFENSE HIRING

The Korean emergency, which began in June 1950, caused substantial increases in the civilian personnel needs of the United States Government.

Within a few days after the emergency developed, action was taken to speed the hiring of defense workers needed in the Department of Defense (Office of the Secretary of Defense, and the Departments of the Army, Navy, and Air Force) and in certain other agencies having defense functions: the Commission entered into agreements with these agencies whereby they were authorized to make "emergency-indefinite" appointments—that is, temporary for the duration of the emergency. In instances where eligibles could not be obtained from civil-service registers, the agencies were permitted to do their own recruiting, with assistance from the Commission, and to make direct appointments.

To authorize the making of emergency-indefinite appointments, through agreements with individual agencies, no new regulations were necessary. It was necessary only to make use of a provision already in the Civil Service Regulations. This provision reads as follows:

SEC. 2.114 **Temporary appointment.** * * *

* * * * *

(h) *Emergency-indefinite appointment.* Whenever the Commission determines that it is in the interest of national security to do so, it may enter into a special agreement with an agency stipulating that, where it is impossible to make an appointment to a position directly connected with the foreign assistance or defense program in accordance with regular civil service procedures, the agency may, with due regard to the provisions of veteran preference set forth in paragraph (a) of this section, make an emergency-indefinite appointment to the position subject to the approval of qualifications by the Commission. Such appointments shall not extend beyond June 30, 1952. Persons so appointed will not thereby acquire a permanent civil service status. Such special agreements shall clearly specify the conditions under which this authority is granted.

Under this provision of the regulations, the Commission and the defense agencies put into operation a plan which proved to be an effective way of meeting the agencies' immediate personnel needs.

VOLUME OF EXAMINING WORK

The following table shows examination and placement activities of the Commission, by central and field offices, for the fiscal year 1950:

Activity	Total	Central office			Field offices		
		Total	Central office	Committees of expert examiners	Total	Regional offices	Boards of examiners
Examinations announced.....	28,804	4,663	4,272	391	24,141	13,439	10,702
Applications processed.....	1,682,830	315,500	267,915	47,585	1,367,330	622,242	745,088
Eligibles.....	935,813	131,334	115,884	15,450	804,479	358,702	445,777
Veterans.....	573,723	69,445	58,830	10,615	504,278	212,706	291,572
Nonveterans.....	362,090	61,889	57,054	4,835	300,201	145,996	154,205
Ineligibles ¹	694,476	121,891	103,516	18,375	572,585	277,681	294,904
Veterans.....	373,360	55,842	44,380	11,462	317,518	143,275	174,243
Nonveterans.....	321,116	66,049	59,136	6,913	255,067	134,406	120,661
Registers established.....	33,309	4,415	4,163	252	28,894	13,135	15,759
Placements made.....	336,500	37,332	34,715	2,617	299,168	180,244	118,924
Veterans.....	207,030	16,924	15,066	1,858	190,106	113,001	77,105
Nonveterans.....	129,470	20,408	19,649	759	109,062	67,243	41,819

¹ The sum of the eligibles and ineligibles does not equal the number of applications processed because the count of applications processed is made when the processing is completed, whereas the count of eligibles and ineligibles is made when the register is established. The 2 counts for any examination may take place in different fiscal years.

IMPROVEMENT OF EXAMINING METHODS

In the latter half of the fiscal year, the Commission—both in its central office and in its regional offices—conducted a series of experiments designed to determine the relative effectiveness of a number of methods which are used in recruiting applicants and in rating their qualifications. More fundamentally, the purpose of the research was to provide a firm basis for a program of improvement in examining methods.

Since the experiments continued until the end of the fiscal year, final results are not yet available. However, a few tentative conclusions have been reached; these are mentioned in the outline which follows.

The experiments related to four phases of the examining process: (1) Qualifications investigations, (2) qualifications questionnaires, (3) examination standards, and (4) examination announcements.

Qualifications Investigations

"Qualifications investigations" are personal investigations made by representatives of the Commission for the purpose of gathering information regarding the quality and quantity of applicants' experience and training. Investigators interview former supervisors of the applicants, fellow employees and persons named by the applicants as references.

The interviews are a means of corroborating information furnished by the applicants themselves, and they may produce new information. Thus, they contribute to more accurate rating of applicants' qualifications.

One purpose of this phase of the Commission's research was to find the answer to the question, Are qualifications investigations worth their cost? To find the answer, it was necessary to determine the degree to which the investigations increase the accuracy of ratings; in order to determine this, the Commission made investigations into the qualifications of persons who had competed in certain examinations and had been rated tentatively eligible on the basis of the statements which they had furnished, in their applications, with respect to their experience and training.

Another purpose was to compare various methods of conducting the investigations, and to determine which of these (a) gives the investigator the best insight into the requirements of the positions applied for, and (b) enables him to get the most useful information from persons interviewed.

Preliminary indications are that personal investigations are of definite value in determining the qualifications of applicants for high-level positions in which job success depends more on personality factors than on specific skill or knowledge, and that, where such positions are concerned, the cost of the investigations is warranted.

Qualifications Questionnaires

In instances where the cost of personal investigations would not be warranted, the Commission gathers information regarding applicants' qualifications by sending questionnaires to former supervisors, fellow employees, and persons named as references. In an effort to increase the usefulness of questionnaires, the Commission has sought

to determine whether information elicited by them is valid and reliable; which classes of references give the most useful information in them; why some persons to whom they are sent do not return them; whether the questions in them should be multiple-choice, or free-answer, or in the form of a checklist; how they should be used in the rating process (i. e., how they fit in with other examining procedures); and how useful they are to appointing officers as an aid in selection.

Examination Standards

In that phase of our research which was concerned with improving examination standards, we were guided by a principle which may be expressed as follows:

An applicant who is rated eligible in an examination is only as good as the standards used in testing his qualifications; the rating which he receives is a trustworthy prediction of his value to the Federal service only if the standards on which the rating is based actually represent the factors which lead to success on the job.

The research consisted of studies of the following activities: (a) Getting information about job requirements, (b) preparing examination specifications and establishing requirements, (c) rating the experience and training of applicants for various types of positions, and (d) developing criteria to determine which examining technique is best adapted to a particular examination.

Not all the information obtained from the studies has been collected and evaluated, but some of it has already been put to use: several practicable techniques for research into job requirements have been developed, and a number of examination specifications have been revised to correspond with new data.

Examination Announcements

Are examination announcements too long? If they were shorter, would they be studied more carefully by applicants? What portions of the information customarily included in them may properly be omitted?

Our fourth research project—and the one which has been undertaken most recently—has been concerned with these questions.

The questions arise as a result of observations made in the course of processing applications received following the announcement of examinations. Many of the applications are incomplete; information specifically called for in the announcement is not furnished. In addition, many applications are received which should not have been received at all; persons who clearly do not meet the minimum requirements nevertheless apply. These facts have led to the belief that many persons who apply for examinations of the "unassembled" type—those in which ratings are based on applicants' experience or

training—do so without having had an opportunity to study carefully the requirements set forth in the announcements.

In an attempt to determine whether the difficulty is due to the announcements themselves, the Commission is experimenting with a new type of announcement. It consists only of a brief description of the duties of the positions, a brief statement of the examination requirements, and directions for filing an application card. The simplified, abbreviated announcements are made available to interested persons in the same way that the more detailed, conventional ones are. Persons who wish to apply send the prescribed card to the appropriate office of the Commission. Each of these persons then receives from the Commission (a) a supplemental announcement, which contains detailed information regarding requirements, and (b) an application form, which the individual is directed to complete and return if he believes that he meets the requirements.

TEST DEVELOPMENT PROGRAM

The Commission's test development program has continued active, and the staff assigned to this important work has been increased. We have continued to improve our tests in several major respects. First, we have stressed the development of tests which are better selection devices in that they are more reliable and more closely related to the specific job requirements. Second, we have continued to use research for improving the procedural aspects of test administration—for example, by increased use of machine methods—so that the total program can be as economical as possible.

Projects begun in previous years have advanced far enough to show improvements in the quality and quantity of our testing work, as well as in operating economy. The practice of gearing our long-range research program to current selection problems permits us to derive immediate benefits from research studies. For example, a basic research study undertaken to evaluate several methods of analysis of tests had immediate value as applied to our designation examinations for the United States Naval and Military Academies. By use of preliminary research results, we are able to derive a shorter but qualitatively better test in algebra. The testing time thus made available may be used to add to the battery other kinds of tests not previously used because of time limitations.

Widespread use was made in this fiscal year of written tests for the selection of such scientific personnel as physicists, chemists, mathematicians, and engineers. These tests were developed with the cooperation of many of the important laboratories of the Government. Whereas in recent years most examinations in these fields either used no written tests or were tests of general ability, the new tests measure competence in specific scientific fields and have been extended to upper-

grade as well as to entrance-level professional positions. In addition, new kinds of test materials have been developed which go beyond subject-matter knowledge and measure such significant factors in scientific research as the ability to formulate problems in mathematical terms and to evaluate hypotheses. These tests are ready for use in staffing Government laboratories during the next fiscal year. Studies are already planned for evaluating and following up on the job success of new appointees so that further improvement may be made in the tests.

Our work on the scientific examinations is attracting the favorable attention of industrial organizations, and arrangements have been made with a number of the largest private employers of scientists for cooperative study of testing methods. Similarly, our work on test material for first-level supervisors and higher-level administrative employees has attracted the interest of private employers.

Another large-scale program which will have both immediate and long-range values is a cooperative study now under way with the Air Force for the evaluation of a wide variety of different types of current and new test materials. Our object here is to find out how these different tests are related and how each type can best be used for selection purposes. Analysis of all this inter-related information will permit us to determine and reduce any undesirable overlapping which may exist, and later to assemble quite readily aptitude tests for different specific purposes. In this project we also plan to try out promising new types of items which have not generally been used.

The variety of tests of proved worth available for use is steadily increasing. The material itself may be drawn upon for special purposes, and the study of such special uses will then be reflected in continuing improvement of our stock of test materials. Examples of new tests which have advanced our research studies while yielding results of significant value in the present include those which we prepared for the Bureau of Accounts of the Treasury Department for use in selecting employees engaged in work related to the payment of insurance premiums to veterans and those used in the selection of card-punch machine operators for the Bureau of the Census.

The following are additional examples to show the variety of our research projects: Written tests, susceptible of rapid machine scoring, for use in our translator examination; tests for the minimum degree of literacy acceptable to the Post Office Department for its substitute garagemen-drivers; and tests of the technical knowledge required for a variety of specialized photographers.

In addition to pencil-and-paper tests of abilities not related to skill with words, we have also been developing performance tests—that is, tests of ability to perform samples of the duties of a job. One of the most important of these is the road test given for chauffeur and truck-driver positions. One of the greatest problems in the use of

performance tests like this is to achieve the desirable uniformity of scoring methods among widely separated examiners. Such uniformity is important if we are to insure equality of opportunity in individual examinations. We have undertaken considerable work, both in our central office and in all of the regions, on maintaining and expanding our program for the selection of safe drivers. The first reports of results show a substantial reduction in accidents since the establishment of our program. Our contribution to this reduction cannot be exactly computed, because the examining program is being carried on concurrently with safety programs of the various agencies we serve.

Other performance tests put into use cover a number of skilled-trades positions.

Studies are being conducted on the possibility of converting our performance test for stenographers to a machine-scorable format. If this effort is successful, the rating process will be speeded up, and its cost reduced.

JUNIOR MANAGEMENT ASSISTANT EXAMINATION

One of the most important recruiting jobs in the Federal service is that of finding capable young men and women to enter training for administrative positions. The quality of Federal administration in the future depends on the caliber of the junior administrators of today.

The Junior Management Assistant examination, held annually, has produced a highly select group of eligibles for entrance-level administrative positions. It combines several well-recognized examining methods which are here used in a very intensive fashion. These are: (1) A general intelligence test; (2) a difficult written test consisting of problems in administration, the purpose of which is to measure administrative insight; (3) confidential inquiries made of professors and other persons who know the candidates; and (4) a highly selective interview.

This examination is a notable example of what can be accomplished through the cooperation of Federal agencies and the Commission. Many of the test items are suggested by agency administrators. The pattern of the qualifications requirements is developed by an inter-agency committee. The interviews are conducted by representatives of the employing agencies under the guidance of the interagency committee.

Of the competitors who attained eligibility in the Junior Management Assistant examination held in 1950, more than half had completed some graduate work in college, and approximately one-fourth had earned a master's degree; a high percentage of them had graduated with honors; 90 percent were veterans; and most of them were between 20 and 30 years old. They came from a wide variety of colleges—

large and small, private institutions and State universities. They had majored in public and business administration, political science, history, sociology, economics, psychology, and other social sciences, and in the physical sciences, mathematics, and law.

Almost all the eligibles on the central-office register were appointed—by more than a dozen agencies.

PHYSICAL STANDARDS

A saving of time in the preparation of examination announcements has resulted from the development, during the fiscal year, of standardized physical-ability paragraphs for inclusion in the announcements. As a part of this project, an index was compiled which contains the titles of the approximately 5,000 positions for which physical standards have been established.

The Commission's program for the analysis of the physical requirements of jobs has been revitalized and is moving forward. Information is being sought which will enable us to bring up to date a manual for placement of the physically impaired; this manual, published by the Commission, is used by appointing officers throughout the Federal service. Because of changes which have occurred in the duties of certain types of jobs in the past 5 years, the new program will involve a restudy of some jobs previously analyzed.

Plans are being made for a census of physically impaired workers in the Federal service. Like the job-analysis project, the census project is a part of the Commission's program for placement of the physically impaired.

III

Staff Development

ORIGIN OF THE PROGRAM

Staff development is one phase of the President's Government-wide Management Improvement Program. Recommendations for a staff development program were contained in the Bureau of the Budget's "Report to the President on Management Improvement Activities

Within the Executive Branch of the Government," which was approved by the President in his statement of January 17, 1950. The report specifically assigned to the Civil Service Commission the responsibility for providing leadership throughout the Government in the improvement of personnel administration, and included the following statement:

To improve Government personnel administration the Civil Service Commission will continue to give emphasis to a staff development program and will also emphasize the improvement of operations in agency personnel offices.

The staff development program has two objectives: (1) To assure the recruitment of outstanding young people for beginning jobs in professional, scientific, technical, and administrative posts, and (2) to assure the development of capable staff to fill top executive posts as needs arise.

As a means of achieving these two objectives, the Commission is providing leadership in several specialized activities affecting the Federal service as a whole. Many of these activities are not new, but have been carried on under the Commission's direction for a number of years. They have been given increased emphasis, however, under the President's Management Improvement Program.

ELEMENTS OF THE PROGRAM

Executive Development

For some time the Civil Service Commission has been concerned with the problem of developing career administrators in the Federal service. Too often, competent employees have been confined to one narrow field of specialization, with the result that they have not been prepared for broad executive responsibilities.

The Commission in September 1949 issued a statement to all agencies outlining two suggested executive-development plans, one applying to outstanding administrative employees and the other applying to scientific, technical, and professional employees who show an aptitude for administration. Under either plan, selected employees are given assignments in various administrative duties, to broaden their experience and to prepare them for more responsible career executive jobs. Agencies were urged to develop such plans in terms of their own needs, and to submit them to the Commission for approval. If an agency's plan is approved, an executive-development agreement may be made whereby the employees to be trained can be freely promoted or reassigned, without the Commission's prior approval in individual cases, to many types of administrative jobs. The Navy Department and the Department of Agriculture have already concluded agreements with the Commission, and a number of other agencies are developing similar plans.

Intern Programs

The Civil Service Commission, in cooperation with universities in Washington, D. C., the Federal Personnel Council, and an interdepartmental committee composed of representatives of Federal agencies, completed its Eleventh Administrative Intern Program (for employees in grades GS-8 through 11) on June 30, 1950. The First Junior Management Intern Program (for employees in grade GS-7 and below) was completed on May 31, 1950. These are continuing activities; the Second Junior Management Intern Program began on September 11, 1950, and the Twelfth Administrative Intern Program is scheduled to begin on February 1, 1951.

Both programs are designed to assist Federal agencies in discovering, within the agencies, young men and women who show potential administrative ability, and to assist in the development of this ability. They provide, for those selected, training and work experience that will give them a broad foundation on which to build careers in the Federal service.

The candidates are nominated by the agencies and are selected competitively by a committee on the basis of written examinations, personal interviews, and careful study of their past work, academic records, and agency recommendations. The training is for a period of approximately 6 months.

Federal Employees Promotion Policy

In line with its authority under the Civil Service Act and Executive Order 9830 to issue regulations governing promotions, the Commission issued on April 11, 1950, a new Federal employees promotion policy. This policy was developed after obtaining opinions from employee organizations, the Federal Personnel Council, the Commission's regional offices, and field personnel officials. It provides that each agency shall establish a promotion program embodying certain general principles or standards. The Commission will provide information and advice to the agencies in developing these programs.

The policy statement pointed out that a fair and effective promotion system is essential to good personnel management, and outlined the advantages of such systems to the Federal service and to employees. Uniform details of operation are not required, but each agency's plan will be expected to meet the standards agreed upon.

Placement of Administrative Personnel

For several years the Commission's Administrative Placement Unit in the central office has given staff leadership and coordination to a project for informal placement of higher-grade Federal administrative personnel across agency lines. This program strengthens the

career service by treating the entire Federal Government as a single employer.

Placement and related activities have been carried on with the cooperation of an interdepartmental placement committee composed of agency placement officials and Commission personnel in Washington, D. C. The committee meets periodically to exchange information on qualifications and availability of experienced administrative personnel. It also negotiates placements in the various agencies to fill pending vacancies or to staff new operating programs with personnel of this caliber. The roster maintained in the central office of the Commission contains the records of such personnel not only in Washington, D. C., but also in the field.

Similar informal placement activities are carried on by regional offices, in cooperation with field personnel councils and with placement or operating officials in the agencies.

Recruitment of College-Trained Personnel

The Commission has developed a number of recruiting practices and devices to assist the Federal service, as one employer in competition with many other employers in various fields, to obtain an appropriate share of well-qualified college-trained persons. The following are the most significant:

EXAMINATIONS FOR JUNIOR PROFESSIONAL PERSONNEL

For about 15 years the Commission has announced annually a group of examinations specially designed to attract into the Federal service outstanding members of the current graduating classes of colleges and universities. These examinations serve to bring into the service a continuing supply of junior professional personnel with potentialities for future advancement to top-level career positions. They carry general titles such as Junior Professional Assistant, Junior Management Assistant, Junior Agricultural Assistant, and Junior Scientist and Engineer, and include various options from year to year, depending upon the changing needs of the service. Student Aid (trainee) examinations, open to junior-year college students, are also announced annually.

The Junior Professional Assistant-Junior Management Assistant examination announcement in 1949 included 17 optional subjects and attracted over 50,000 applications. Appointments from the Junior Professional and Junior Management Assistant registers in 1949 numbered approximately 870 in the regions and 197 in Washington, D. C. From the Student Aid registers, which are used by agencies needing college students for part-time or summer-vacation work, approximately 370 appointments were made in the regions and approximately 100 in Washington, D. C.

For a more detailed discussion of the Junior Management Assistant examination, see part II of this report.

COLLEGE-FEDERAL SERVICE COUNCILS

In order to carry on effective recruiting of college students and recent graduates, representatives of the Federal service must maintain close working relationships with colleges and universities. They must keep students and faculties fully informed of both the immediate and the long-range needs of the service in terms of specific professional, scientific, and administrative occupational areas; encourage college administrators to provide appropriate preparation for careers in Government; and appeal to the student early enough in his college life so that he can plan his course of study to include such preparation.

Councils organized to establish closer cooperation between colleges and universities on the one hand and the Civil Service Commission and Federal agencies on the other have been in operation in various regions since 1947. (For additional information regarding the establishment of these councils, see the Commission's 64th and 65th annual reports.)

PART-TIME EMPLOYMENT OF COLLEGE STUDENTS.

Several special plans or arrangements have been made for utilizing college students on a part-time basis in Federal agencies during their college careers, with pay where regular service is performed. Some of the plans provide for regular civil-service probational appointments, some for excepted appointments, and some for temporary or seasonal employment.

In general, such plans may be categorized as follows (in addition to incidental short-term summer-vacation or seasonal employment, as in the case of Student Aids):

Study-Project Plans.—These plans are designed for selected students in senior courses and graduate seminars. Such students undertake specific study projects, usually for academic credit, in the cooperating Federal agency.

Work-Study Plans.—Under these plans, periods of regular employment are alternated with periods of study at educational institutions on subjects related to the employment. The periods may be spaced intermittently with grants of leave without pay from Federal employment for academic study, or they may be concurrent on a half-time employment basis, or on some other time schedule.

Pre-Service Internship Plans.—These are plans whereby superior senior and graduate students of colleges and universities may work on a part-time basis in Government agencies, with special arrangements being made for broad orientation, rotation of assignments, and group conferences.

IV

Management Improvement

LEGISLATIVE AND EXECUTIVE ACTIONS

Although the Civil Service Commission has had a management-control system in full operation since 1945, its management-improvement activities have been given added impetus during the past year by the following:

(1) The issuance by the President of Executive Order 10072 of July 29, 1949—"To provide for continuing action to improve the management of the executive branch of the Government"—which directed that agency heads review their programs to make sure that they are being carried out with maximum effectiveness and economy, to provide for periodic and systematic appraisals of operations, and to schedule action to work out and install improvements.

(2) The enactment of section 1001 of title X of the Classification Act of 1949, which directed all agencies of the executive branch to make systematic reviews of the operations of each of their activities, functions, or organization units, on a continuing basis, in order to determine the degree of efficiency and economy with which they are operating.

(3) The issuance of a Bureau of the Budget circular on January 31, 1950, giving instructions to agencies for conducting management improvement activities.

The improvements developed by the Commission have been used both in the internal management of Commission activities and in providing simpler and more economical ways of carrying out the personnel operating job in the agencies. Some illustrations of the improvements are:

(1) Simplification of the procedures for processing periodic pay increases to eliminate preparation of one set of forms in each of the approximately 500,000 transactions each year.

(2) Simplification of the requirements for recording position classification data to eliminate one procedural step in each personnel action that does not involve the establishment of a new position.

(3) Issuance of a handbook prescribing a basic personnel records and files system. The system was developed jointly by representatives of the Federal Personnel Council, the Bureau of the Budget, the Civil Service Commission, and several other agencies. Its primary object is to provide a uniform system for the economical and efficient

use of personnel forms and records already required, and to avoid the use of unnecessary and duplicate personnel records.

(4) Clarification of the instructions relating to the transfer of official personnel folders to eliminate transfers of folders which are too old to have value in current employment.

INTERNAL MANAGEMENT IMPROVEMENT

Under the Commission's management-improvement system, the essential elements are provided (1) for sound management planning and control, and (2) for methods of operation that will achieve desired goals and results. Some of the main features of the system are the following:

(1) *Methods of Developing Information.*—Improved methods of obtaining and utilizing the information necessary to make management decisions and to organize, direct, and control the Commission's work and personnel have been developed. An example is the work-reporting and cost-analysis system, which is a uniform system for measuring, reporting, and analyzing workloads, production, and unit time and cost data on a current basis; it is used for internal management purposes and as a basis for budget estimates. Other methods of developing information include work programs and work schedules, employee work-assignment statements and performance standards, trend charts and management summaries, and organizational and functional charts.

(2) *Mediums for Issuing Instructions.*—Improved mediums for issuance of regulations, policies, instructions, and standards have been developed. Examples are the Federal Personnel Manual, which is the official medium of the Commission for issuing its regulations, instructions, and suggestions to other agencies; handbooks of procedural instructions for employees of the Commission and for boards of United States civil-service examiners; and position-allocation standards and class specifications.

(3) *Inspection and Advisory Activities.*—Example: Operational audits, which are detailed studies of particular organizational units or activities for the purpose of determining whether specific operations should be continued, curtailed, or eliminated, and whether the methods used are accomplishing the desired results. Other inspection and advisory activities include field-office inspections, self-appraisal reviews, special management surveys and researches, and inspection of personnel operations in other agencies.

(4) *Supplementary Control Programs.*—Example: The reports-control program, which calls for a review of requests made by Commission offices for reports from other Federal agencies, for the purpose of making sure (a) that the information requested is actually needed and that

it is not already available elsewhere in the Commission, (b) that the request is clear, and (c) that the data to be supplied as a result of the request will actually provide the required information. Other supplementary control programs deal with forms control, records management, procurement and property management, space control and utilization, methods improvement, personnel utilization, and suggestions and awards.

RESULT: SAVINGS IN TIME AND MONEY

During the past year, many improvements have been made in the management and operation of the Commission's activities. The following illustrations show the practical value of the management-improvement and management-control systems:

(1) The staffs of the 14 regional loyalty boards were consolidated into 4 area staffs, so that each area staff services several boards. This resulted in an annual saving of \$149,000.

(2) The organizational structure of the 14 regional investigations divisions was revised to eliminate 22 supervisory positions, thereby greatly reducing the overhead cost.

(3) The Commission recommended and the Congress enacted legislation that made it possible to eliminate a file of 5½ million designation-of-beneficiary forms and to reduce greatly the number of such forms to be received in the future. As a result of this change, 2,500 square feet of space and 335 filing cabinets were released, and 9 positions were abolished.

(4) Reduction in the unit time and unit cost for many work items was brought about by the development of unit time standards for measuring work activities. For example, in the regional offices the unit time for reviewing applications for employment has decreased from 7.7 to 5.9 minutes per application, and the unit time for auditing certificates has decreased from 11.0 to 8.9 minutes per eligible audited. With a large volume of work, the savings are of a material nature.

(5) The Commission has been working closely with the agencies to improve procedures and eliminate unessential reports and reviews. During the year, the Office of Personnel of the Department of Agriculture made a detailed review of civil-service requirements and presented a series of proposals intended to simplify procedures. After careful analysis, the Commission adopted a number of these proposals, which will bring significant savings not only to the Commission and the Department of Agriculture, but also to the entire Federal service.

For example, agencies are no longer required to submit detailed reports, for post-audit by the Commission, of the qualifications of employees who have been promoted in the lower and middle grades. Instead, the employees' records are subject to review in the agency personnel offices during the Commission's regular inspections.

V

Inspection Program

SERVICE ASPECTS OF INSPECTION

The Commission's inspection program, which began operations in 1947, put increasing emphasis on the service aspects of its functions during the fiscal year. These aspects involve both service to the Civil Service Commission and service to the agencies.

Service to the Commission

The principal service to the Commission, of course, is to determine the extent of adherence to the specific authorities which it has delegated to the agencies.

Another is to report, to the Commission, agencies' reactions to the Commission's programs and activities, and agencies' suggestions for improvement.

The Inspection Division also advises the Commission of the scope and effectiveness of agency personnel programs.

Service to Agencies

It is the responsibility of the Inspection Division, as well as that of other divisions of the Commission, to encourage improvement in Federal personnel-management practices. In making continuous inspections of Government agencies of all kinds, inspectors are able to acquire wide experience in observing and evaluating the effectiveness of various types of personnel policies and procedures. Agencies are receiving increasing benefits from this experience. Inspection Division staff members have frequently been asked to spend additional time in the agencies in order to analyze and make recommendations with respect to existing personnel-management practices. They have given advice and assistance in such matters as the manner in which records are handled and personnel changes made, and have made available materials relating to the establishment of personnel policies. Inspectors, both in Washington and in the field, have assisted many agencies and field establishments in developing promotion policies.

SECURING ADHERENCE TO STANDARDS

An inspection includes these steps:

- (1) Giving advance notice of inspection to the agency.

(2) Conducting a preinspection interview with agency representatives to explain the purpose of the inspection.

(3) Making the findings known to agency representatives as the inspection progresses, and allowing time for correction.

(4) Making a complete oral report of the findings to agency representatives at the close of the inspection.

(5) Writing a report of the findings and sending one copy to the appropriate Commission office and one copy to the agency.

In making the written report, an effort is made to present supporting material fully enough to show the reasons for the conclusions reached. For each kind of irregularity found, the report includes: (a) A description of the finding, (b) a statement of what caused the irregularity, (c) a description of the inspector's dealings with agency officials with respect to the irregularity and what the agency has done to correct it, and (d) the Commission's recommendations.

The principal types of irregularities found during inspection are: (a) Appointments made out of order, (b) appointment or promotion of employees who do not meet prescribed qualification requirements, and (c) failure to give notice of adverse action as required by the Veterans' Preference Act of 1944.

At regular intervals, the Inspection Division analyzes irregularities on a Nation-wide basis. As a result, the Division has had a part in simplifying a number of requirements. For example—

(1) The form for reporting personnel actions and the accompanying instructions have been simplified.

(2) Because it was learned that agencies in general were complying closely with the qualifications review on position changes, further delegations were made to the agencies, subject to post-audit by the inspection service.

(3) The temporary-appointment procedure has been simplified.

The result has been a material reduction in the number of irregularities in these areas.

VOLUME OF INSPECTION WORK

During the fiscal year 1950 the following inspections were made:

Number of field-service personnel programs inspected.....	1, 958
Number of departmental personnel programs inspected.....	118
Number of registers of post-office boards inspected.....	1, 850
Number of registers of boards of United States civil-service examiners inspected.....	442
Number of registers of committees of expert examiners inspected.....	80
Total.....	4, 448

In the course of these 4,448 inspections, over 80,000 separate personnel actions were reviewed. The total number of serious irregulari-

ties found and corrected was 2,493, which is about 3.3 percent of the reviewed actions. In a few cases, inspection disclosed that the proportion of violations was so high that serious action had to be taken. Delegated authority was immediately withdrawn until the violations were corrected and agency procedures revised so as to prevent recurrence.

VI

Veterans in the Federal Service

The administration of provisions of law relating to the employment and reemployment of veterans in the Federal civil service is a major activity of the Civil Service Commission.

The Commission has had important responsibilities in this general field since World War I. Prior to the enactment of the Veterans' Preference Act of 1944, various statutes and Executive orders contained provisions authorizing the granting of veteran preference in rating examinations and in making appointments—provisions which were administered by the Commission.

In the last 10 years, the scope of the general program has been greatly increased—first, by enactment of the Selective Training and Service Act of 1940; second, by enactment of the Veterans' Preference Act of 1944, which (a) brought together the various statutes, Executive orders and regulations under which veteran preference had previously been granted, and (b) added certain new provisions.

In 1943, the Commission established in its central office a Veterans Service Staff, which provides leadership in all phases of the veterans program.

RESTORATION RIGHTS OF VETERANS

Following the enactment of the Selective Training and Service Act of 1940, the Civil Service Commission was designated by the President as the agency responsible for seeing that the reemployment rights of persons who entered the armed forces from Federal employment were protected.

Today, former Government employees who are returning from service in the armed forces, after having left permanent positions in

the Government, have the same right of restoration to their jobs that veterans of World War II had. Most of them derive this right from the Selective Service Act of 1948.

The 1948 act provided that persons who entered the military service within 2 years after passage of the act would be entitled to the restoration provisions of the act. On June 30, 1950, the Selective Service Extension Act was passed, extending the Selective Service Act for a period of 1 year. Consequently, persons who leave or have left permanent positions in the Federal Government between June 24, 1948, and July 9, 1951, to enter upon active duty in the armed forces of the United States, the Coast Guard or the Public Health Service are entitled to reemployment rights and benefits, provided they are relieved from active duty within 3 years from the beginning of the active duty or as soon thereafter as they can obtain release.

SCOPE OF VETERAN PREFERENCE

Through the years, veteran preference in Federal employment has been granted to ex-service men and women and to members of their families. It is granted to veterans to relieve economic loss resulting from time spent on military duty. It is granted to members of the families of veterans in instances where the veterans are disabled or deceased; in these instances, it is a form of recompense.

At present, veteran preference is granted to (1) veterans—both men and women, and both the disabled and the nondisabled, (2) wives of disabled veterans, (3) widows of veterans, and (4) widowed or divorced mothers of disabled ex-service people, or service people who lost their lives while on active duty in the armed forces.

Veteran preference is a factor in civil-service examinations, in certification of eligibles to appointing officers, in appointment, in reinstatement, in reemployment, and in retention in the service.

The mothers of ex-service people are the most recent group added to the list of those who are to receive veteran preference. Certain widowed, divorced or separated mothers of ex-service sons and daughters who died while serving on active duty in the armed forces of the United States during periods of war or in recognizable campaigns or expeditions are granted preference; so are certain widowed, divorced, or separated mothers of honorably discharged ex-service sons or daughters who are themselves disqualified for appointment by reason of existing service-connected disability which is rated as permanently and totally disabling.

INFORMATION PROGRAM

The Veterans Service Staff and the veterans Federal employment representatives in the Commission's regional offices have pursued an

intensive program designed to inform veterans of Federal-employment procedures and opportunities, and to secure the cooperation of veterans and their representatives. With respect to the latter aim, we have sought to impress upon the veterans and their representatives the fact that the Commission, in administering legislation concerned with veterans' rights, is fully observing, not only the letter of the law, but also its spirit and intent.

The program has been carried on by means of talks before groups of veterans and students; discussions with Government officials, and officials of veterans organizations; and distribution of printed material. In addition, staff members are available daily for individual discussion, and have answered many individual inquiries regarding employment and reemployment problems.

In staffing the Government, one of the Commission's objectives has always been to recruit into the Federal service the best-qualified men and women who are available. The veteran population is, of course, one of our best recruiting sources. The Veterans Service Staff has at all times sought to attract qualified veterans to the Government service.

The success of this program of cooperation is shown by the present relationship between the Commission and the major veterans organizations. Each year the organizations invite members of the Veterans Service Staff to participate in their national conventions as consultants on civil-service matters. Officials of the organizations have often expressed their satisfaction with the way in which the Commission has exercised its responsibility under the law.

VII

Federal Employees Loyalty Program

The task of determining the loyalty of Federal employees—the “incumbent” phase of the loyalty program—reached its later stages during the fiscal year 1950, and the “applicant-appointee” phase was brought to a current basis.

This chapter reports on court decisions relating to Executive Order 9835 of March 21, 1947—the order which established the loyalty program; on the Commission's loyalty-investigation activities; and on progress made by loyalty boards in the adjudication of loyalty cases.

COURT DECISIONS

Decisions by lower and appellate courts during the past year continued to uphold the constitutionality of the loyalty program. This issue is raised in certain cases now pending before the United States Supreme Court. Action of the courts on cases arising under Executive Order 9835 is summarized below.

Cases Involving Appointees and Employees

In *Bailey v. Richardson et al.*, an appointee case now before the Supreme Court, the United States Court of Appeals for the District of Columbia held on March 22, 1950, that Executive Order 9835 and proceedings thereunder violated no constitutional limitation upon the executive power of removal, and that no constitutional right of the individual was involved.

In *Washington et al. v. McGrath et al.*, the United States Court of Appeals for the District of Columbia on April 17, 1950, affirmed the decision of the United States District Court for the District of Columbia that Executive Order 9835 was not unconstitutional and that the court had no authority to review thereunder orders dismissing a group of employees.

Lower courts have acted on four other cases in which suits were brought by individuals. On April 4, 1950, the United States District Court for the District of Columbia rendered decisions favorable to the Government in two appointee cases—*Neirenberg v. McGrath et al.* and *Tabor v. McGrath et al.*; both decisions have been appealed. On June 23, 1950, the United States District Court for the Southern District of New York dismissed the case of *Schwartz v. Donaldson et al.*, because the employee had not exhausted his administrative remedies before the Loyalty Review Board; another employee case, *Long v. Fixa et al.*, was dismissed with prejudice on July 18, 1950, by the United States District Court for the Northern District of California.

Cases Involving Organizations

The Supreme Court has under consideration three cases in which suits were brought by organizations listed by the Attorney General under section 3, part III, of Executive Order 9835.

In *Joint Anti-Fascist Refugee Committee v. Clark* (now *McGrath et al.*), the United States Court of Appeals for the District of Columbia, on August 11, 1949, upheld the constitutionality of Executive Order 9835 and section 9A of the Hatch Act; the Attorney General's action in designating the committee, without notice or hearing, as an organization under that order; and the action of the Loyalty Review Board in disseminating information as to the designation.

On the basis of this decision, the same court on October 25, 1949, upheld a district court decision in favor of the Government in *National Council of American-Soviet Friendship et al. v. McGrath et al.*

In *International Workers Order et al. v. McGrath et al.*, the United States Court of Appeals for the District of Columbia on March 22, 1950, held that the Attorney General's action in designating an organization as subversive, pursuant to Executive Order 9835, was a part of the Government's exercise of its authority to select its employees, and therefore not reviewable by the court.

INVESTIGATIVE ACTIVITIES OF THE COMMISSION ¹

The Commission continued its loyalty-investigation activities, which consist of conducting inquiries, and checking records and files, at sources of information listed in Executive Order 9835. During the year, these activities related mainly to persons appointed, or considered for appointment, to positions in the executive branch on or after October 1, 1947 ("applicant-appointee" phase of the program).

The following table shows, by fiscal years, the record-check and inquiry activities of the Commission since the beginning of this program:

Record-check and inquiry cases	1948	1949	1950	Total
Received.....	319, 208	507, 722	251, 829	1, 078, 759
Processed to completion.....	94, 262	514, 458	292, 099	900, 819
Requiring further investigative action because of suitability questions.....	1, 077	7, 746	7, 005	15, 828
Processing discontinued before completion.....	10, 654	69, 584	14, 076	94, 314
Remainder in process.....			67, 798	67, 798

COORDINATION OF THE PROGRAM

Operation of the Loyalty Review Board

In April 1950, the size of the Loyalty Review Board was increased to 26 members by the appointment of 4 members in Hawaii. During the year, the full Board held four meetings to consider questions of general policy, and on four other occasions an executive committee took interim action. Owing to the volume of work, a total of 69 three-member panels of the Board were designated to hear appeals, consider cases referred on post-audit, conduct special reviews, and act on new and revised agency procedures. Under established policy, individual appellants continued to be heard at locations convenient for them.

In response to inquiries or on its own initiative, the Board rendered advice and assistance on numerous occasions to officials and agencies of the executive branch. Cooperative relationships were maintained

¹ Investigative activities relating to matters other than the loyalty program are discussed on pp. 49 and 50.

with the Department of Justice and the Federal Bureau of Investigation. General information about the program, including monthly statistical reports, continued to be furnished on request to the general public.

Instructions Issued During the Year

On March 1, 1950, the Loyalty Review Board issued a further revision of its Statement, Regulations, and Directives, incorporating all amendments. While the policies and procedures prescribed by the Board in December 1947 have been amended or amplified in a number of particulars, basic provisions have remained essentially the same.

Instructions to agencies and regional loyalty boards during the fiscal year 1950 related principally to the importance of FBI reports; reopened cases; the privacy of loyalty proceedings; the requirement that all nonconfidential witnesses who gave information adverse to the appointee or employee must be invited to appear and testify at hearings; full use by the individual involved of his opportunity to present all his evidence first to a lower board; and the limited information of a procedural nature which an agency may furnish in reply to certain written requests, such as requests from Members of Congress and prospective employers.

Information from the Department of Justice as to organizations and groups added to the Attorney General's list, including successors and affiliates of organizations previously designated and classified, was disseminated by the Loyalty Review Board to all agencies and the public on July 21, 1949, September 27, 1949, August 30, 1950, and September 11, 1950.

ACTION ON EMPLOYEE CASES IN THE AGENCIES

From the summer of 1949 to mid-winter 1950, the number of employee loyalty cases referred to agencies gradually dropped off; but from March to the end of June 1950, the number increased month by month. In the course of the year almost all agencies received additional cases—new cases, cases reopened because of supplementary FBI reports, or cases remanded by the Loyalty Review Board for further consideration. At the close of the fiscal year, approximately half the agencies still had cases pending.

Between October 1, 1947, and June 30, 1950, agency loyalty boards received for adjudication a total of 5,359 cases, and completed their work on all but 392. In the consideration of loyalty cases, agencies issued 2,763 interrogatories and letters of charges, and held 968 hearings. The following table (compiled from reports to the Loyalty

Review Board) shows the action taken by agencies in adjudicating loyalty cases:

Adjudication of Loyalty Cases by Agencies ¹

Cases involving full field investigation received by agencies, and nature of action taken	Fiscal year ending—			Total
	June 30, 1948	June 30, 1949	June 30, 1950	
Cases received:				
New cases received by boards for adjudication	1,227	2,977	790	4,994
Reopened, including remanded, cases	0	113	252	365
Total	1,227	3,090	1,042	5,359
Cases processed by agency boards:				
Employees left service prior to decision	22	431	122	575
Boards made decisions favorable to employees	128	2,974	1,001	4,103
Boards made decisions unfavorable to employees:				
Employees did not appeal and were removed	0	39	18	57
Employees appealed to agency head	1	159	72	232
Total	151	3,603	1,213	4,967
Appeals to agency head:				
Unfavorable decisions reversed	0	24	20	44
Unfavorable decisions sustained	1	60	119	180
Decisions pending	0	75	8	8
Total				232
Cases in process in agency boards			392	392

¹ Excludes 1,191 cases forwarded to the Department of the Army for processing under Public Law 808, and 850 cases received from the Federal Bureau of Investigation in which no adjudication was necessary.

² Includes 101 cases investigated by agencies other than the Federal Bureau of Investigation in which investigation was started before Oct. 1, 1947.

³ Excludes 1 unfavorable decision on which time limit for appeal had not expired.

By June 30, 1950, 157 of the employees whose appeals to agency heads were decided adversely had exercised their right of further appeal to the Loyalty Review Board. (These appeals are included in the table on p. 34 showing the Review Board's action on appeals.)

REGIONAL BOARD ACTION ON APPOINTEE CASES

The 14 regional loyalty boards of the Commission continued to have heavy workloads of cases of persons newly appointed to positions in the competitive service and applicants for such positions.

From the beginning of the program through June 30, 1950, regional boards received reports of FBI investigation in a total of 4,505 cases and decided all but 177. In considering cases, these boards issued 2,372 interrogatories and held 803 hearings. The following table shows the progress made by the regional loyalty boards to the end of the fiscal year 1950:

Adjudication of Loyalty Cases by Regional Loyalty Boards ¹

Cases involving full field investigation received by regional loyalty boards, and nature of action taken	Fiscal year ending—			Total
	June 30, 1948	June 30, 1949	June 30, 1950	
Cases received:				
New cases received by boards for adjudication	308	2,440	1,669	4,417
Reopened, including remanded, cases	0	30	58	88
Total	308	2,470	1,727	4,505
Cases processed:				
Appointees left service, or applicants withdrew, prior to decision	0	295	229	524
Boards made decisions favorable to appointees or applicants	0	1,777	1,842	3,619
Boards made decisions unfavorable to appointees or applicants	0	96	89	185
Total	0	2,168	2,160	4,328
Cases in process in regional loyalty boards			177	177

¹ Excludes 1,982 cases received from the Federal Bureau of Investigation in which no adjudication was necessary.

By June 30, 1950, 119 of the cases in which unfavorable decisions were rendered by regional boards had been appealed to the Loyalty Review Board. (These appeals are included in the table on p. 34 showing the Review Board's action on appeals.)

In addition to adjudicating cases, regional loyalty boards noted, up to June 30, 1950, the names of 1,483 appointees who left the service before their loyalty cases had been decided. Proceedings will be completed if these persons seek to re-enter the Federal service.

CASES CONSIDERED BY THE LOYALTY REVIEW BOARD

Post-Audit and Review

In the fiscal year 1950, lower boards achieved more uniformity in their manner of conducting loyalty proceedings. While this was due largely to experience gained by the members of these boards, the Loyalty Review Board's post-audit and inspection activities were contributing factors.

By June 30, 1950, a total of 7,278 cases decided favorably in the agencies and the regional loyalty boards had been post-audited by the Loyalty Review Board. In 7,035 of these cases, the Review Board found the procedures satisfactory and authorized closing of the cases; but 232 cases were remanded to agency or regional boards with instructions that interrogatories or charges should be sent, hearings held, or other action taken in conformity with established policies.

In 11 instances since the beginning of the program, the Review Board has exercised its power to review post-audited cases on their merits, hold new hearings, and affirm or reverse the decisions of lower boards. (Such review is similar to consideration of an appeal; hence, these 11 cases are included in the table below showing action on appeals received by the Loyalty Review Board.)

Appeals to the Loyalty Review Board

During the year ending June 30, 1950, the Loyalty Review Board, which is the highest appellate body under the loyalty program, had about twice as heavy a workload on appeals as in the preceding year. However, the volume of new appeals declined toward the end of the year, as the incumbent-employee phase of the program approached completion.

Between October 1, 1947, and June 30, 1950, the Loyalty Review Board received 287 appeals from adverse decisions rendered by agency heads and by regional loyalty boards, including appeals on loyalty by veterans entitled to the benefits of section 14 of the Veterans' Preference Act of 1944. Of the total, 165 appeals were received in the fiscal year 1950. In addition to acting on appeals, the Review Board has rendered advisory opinions to the Civil Service Commission in 10 cases involving loyalty, of which 7 arose in the past year. The following table shows the Board's action on appeals:

Action on Appeals Received by the Loyalty Review Board

Appeals received, and subsequent action	Fiscal year ending—			Total
	June 30, 1948	June 30, 1949	June 30, 1950	
Total appeals received.....	14	108	165	287
Appeals disposed of:				
Appellants found eligible for employment on loyalty grounds.....	0	39	80	119
Appellants found ineligible, and removed or denied employment.....	3	27	55	85
Cases remanded to lower boards for further processing.....	0	10	6	16
Total.....	3	76	141	220
Total appeals in process.....			67	67

Disposition of Other Cases

The Loyalty Review Board also reviews loyalty cases not requiring adjudication by the Board. For instance, from the beginning of the program through June 1950, the Board noted the names of 1,487 employees who left the service before their cases had been decided so that proceedings can be completed if they seek to re-enter the Federal service.

STATUS OF THE PROGRAM

Between October 1, 1947, when the loyalty program was launched, and June 30, 1950, loyalty checks were made on virtually all employees of the executive branch of the Federal Government who had been on the rolls when the program started, and on a million new and prospective appointees—a total of more than 2,800,000 persons.

Whenever these checks revealed a question of loyalty, investigation was scheduled. By the end of June 1950, 12,529 cases had been referred to the appropriate boards for consideration, including 11,975 cases investigated by the Federal Bureau of Investigation and cases under investigation when the program began. Of the total, approximately 1,200 cases were referred to the Department of the Army under its security program. In 2,573 cases, loyalty proceedings were discontinued because the persons involved left the service—451 after the issuance of interrogatories or charges.

By the end of June 1950, as a result of action by agencies, by regional loyalty boards, and by the Loyalty Review Board, 230 persons had been removed or denied Federal employment on loyalty grounds; 7,874 cases had been cleared after full field loyalty investigation, including 163 on appeal; and 645 loyalty cases were in process of adjudication.

VIII

Position Classification

THE CLASSIFICATION ACT OF 1949

The Classification Act of 1949 (Public Law 429, 81st Cong.), which was approved October 28, 1949, is a comprehensive revision of the Classification Act of 1923, and supersedes that act and its amendments. It is the principal statute governing rates of pay for Federal white-collar workers and applies both to the departmental service (mostly in the District of Columbia) and to the field service (in the 48 States, in Territories and possessions of the United States, and in foreign countries). On the date of enactment, it covered approximately 885,000 positions located in almost every agency.

The Classification Act of 1949 establishes new and simplified schedules of grades and annual salary ranges. It provides for the first time the same authorities and procedures—both in the depart-

mental and in the field service—to govern the placing of positions in grades and classes for pay and other personnel purposes. It authorizes a single agency, the Civil Service Commission, to determine whether the coverage provisions of the act apply to individual positions.

The new law gives the Commission full authority to prepare and publish allocation standards, and to find facts and place positions in proper classes and grades, initially or on review, at any time on its own motion. Each agency is required to adhere to the published standards and is authorized to allocate positions for payroll purposes without prior formal reference to the Commission in individual cases. An exception is made in the case of positions in the three highest grades of the General Schedule—i. e., GS-16, 17, and 18. Prior action by the Commission is required for the first two of these grades, and in the case of the highest grade recommendation by the Commission and approval by the President are required.

The Commission is required to post-audit a sufficient number of each agency's allocations to determine the degree of adherence to published standards. Erroneous allocations are to be corrected by certificate of the Commission, which is binding on all administrative, disbursing, and accounting officers. Under certain conditions the Commission may revoke or suspend, and subsequently restore, the allocation authority of the agency in whole or in part, and require prior approval by the Commission in all types of cases covered by the revocation or suspension.

The new law also provides a longevity increase plan—the first for Classification Act employees—as well as a management-improvement and awards plan to be administered by the Bureau of the Budget.

Activities under several of the principal features of the new act are described in the following sections.

Positions Brought Under the Act

Titles XI and XII of the act provided for bringing additional positions under its provisions. These jobs fall into three categories: (1) Positions in agencies previously exempt in their entirety, such as the Reconstruction Finance Corporation; (2) groups of positions previously exempt, as in the case of immigrant inspectors; and (3) individual positions previously exempt as a result of isolated provisions in laws, such as appropriation acts, covering experts and special assistants of various kinds. The law provided that such inclusions would be effective on a date, to be set by the Civil Service Commission, not later than 6 months following passage of the act.

The Commission's first step, under this authority, was to request agencies to submit data on the jobs involved. Upon receipt of the information, and before the effective date for inclusions was set, it assisted agencies in taking proper classification action. When the

process of study and review was completed, the jobs in the various agencies were formally brought under the provisions of the law.

In the period from December 1, 1949, to May 1, 1950, a total of 19,490 additional positions was brought under the act.

Placing Positions in Grades GS-16, 17, and 18

The Classification Act of 1949 established three new grade levels—GS-16, 17, and 18—at the top of the classification structure. The act provided that at any one time no more than 25 positions could be placed in grade GS-18, 75 positions in GS-17, and 300 positions in GS-16. The Commission asked agencies to recommend positions for these three new grades, and received a total of 1,008 recommendations for the 400 positions. There were 97 recommendations for grade GS-18, 288 for GS-17, and 623 for GS-16. Each recommendation was supported by a position description, pertinent functional and organizational charts, an analysis and evaluation of the duties and responsibilities of the position and a statement of its qualification requirements, and a statement of the agency's reasons for the recommendation. After considering the information submitted in each case and comparing it with the grade definitions of the Classification Act of 1949 for grades GS-16, 17, and 18, the Commission recommended to the President the 25 positions which should be placed in grade GS-18 and selected 75 positions for grade GS-17 and 300 for grade GS-16. The agencies were notified on April 24, 1950, of the actions taken by the President and the Commission.

THE AUDIT PROGRAM

During the entire fiscal year, audits were conducted on a somewhat smaller scale than during the previous year, primarily because of a reduction in force of position classifiers in the Commission's regional offices. No region had more than two classifiers available for audit work and at times only one was available in many regional offices. The allocations of 23,661 positions in 129 field installations were reviewed.

As a result of these audits, 829 positions were found to be one or more grades too high and 520 positions were found to be one or more grades too low. As of June 30, 1950, agencies had reported corrective action in 1,132 cases.

ALLOCATION STANDARDS

Allocation standards issued by the Commission are currently published under authority of the Classification Act of 1949. Allocation standards issued by the Commission under Executive Order 9512,

which was revoked, have been reissued and made effective under the new act.

Seven hundred and twelve class standards were published in the fiscal year 1950, making a total of 8,381 class standards published in the last seven fiscal years.

The Commission prepares standards on the basis of a Nation-wide sampling of position information to insure their Government-wide applicability. In developing standards, the Commission seeks the active working cooperation of the operating, administrative, and technical officials and employees in the agencies, and informal and formal committees of professional and scientific groups.

The Commission will continue the development of new class standards where needed, and will revise existing published standards as rapidly as central-office staff resources permit, concentrating on occupations in which audit surveys indicate that the need is greatest.

SPECIAL STUDIES

Additional Pay for Overseas Service

Under authority of Executive Order 10,000, the Commission is responsible for setting rates and issuing regulations to coordinate payments of additional compensation to employees paid at statutory salary rates who are stationed in Territories and possessions of the United States. The additional compensation payable for service in these areas is based either on undesirable environmental conditions or on living costs substantially higher than in the District of Columbia.

During the past year, the Commission reviewed the rates and regulations, as required by the Executive order. Because of changes in the relative levels of living costs during the year, the rate payable in Hawaii, previously 25 percent, was lowered to the present rate of 20 percent of base pay.

Additional Compensation for Hazardous Employments

Section 803 of the Classification Act of 1949 requires the Commission to make a study of the problem of additional compensation for hazardous employments and to submit a report to Congress not later than October 28, 1950, setting forth findings and recommendations.

Coverage of Classification Act of 1949

Section 202 of the Classification Act of 1949, as amended, lists 32 groups or kinds of positions which are excluded from the act, and section 203 authorizes the Commission to determine the applicability of section 202 to individual positions. In most instances the exclu-

sions are clear. However, questions have arisen and decisions have been issued on the status of several groups of positions. The most difficult questions have arisen with regard to section 202 (7), which authorizes, with some exceptions, the exclusion of positions in trades, crafts, and other manual-labor occupations.

An intensive study is being made of this problem, which is particularly difficult because, prior to enactment of the new Classification Act, employing agencies treated similar positions with great dissimilarity. This study was still in progress at the close of the fiscal year.

IX

Adjudication of Appeals

APPEALS TO THE COMMISSION

The volume of appeals received by the Commission during the fiscal year 1950 showed a material increase over those received during the fiscal year 1949.

Reduction-in-Force Appeals

Substantial reductions in force which occurred in Federal agencies during the fiscal year 1950 resulted in the receipt of a larger number of appeals of this type than during the previous fiscal year. The following table compares the volume of appeals in the central office for the 2 years:

Appeals received, processed, and on hand	Fiscal year	
	1949	1950
On hand from previous year	72	119
Received	473	1,309
Processed	426	1,236
On hand at end of year	119	192

In the regional offices, where a backlog of 452 reduction-in-force appeals remained on hand from the previous year, 6,616 appeals were received, 6,041 were processed, and 830 were canceled, leaving 195 appeals on hand at the close of the year.

Appeals From Experience Ratings

The following table shows action taken by the central Board of Appeals and Review, in the fiscal year 1950, on appeals involving the evaluation of experience in examinations:

Appeals received and subsequent action	Number
On hand from previous year.....	96
Received.....	799
Total.....	895
Cases disposed of:	
Previous action sustained.....	582
Previous action reversed:	
On the basis of new or additional evidence.....	110
On the basis of original evidence.....	46
Appeals withdrawn or canceled.....	40
Total.....	778
On hand at end of year.....	117

The number of appeals received in the central office, however, does not represent the entire volume of appeals on experience ratings, since the Board of Appeals and Review does not entertain appeals until they have been considered and denied by the highest review level in the central-office divisions or the regional offices which made the original ratings from which the appeals were taken.

Retirement Appeals

The following table shows action taken by the central Board of Appeals and Review, in the fiscal year 1950, on appeals involving claims for retirement on annuity:

Appeals received and subsequent action	Number
On hand from previous year.....	40
Received.....	212
Total.....	252
Cases disposed of:	
Previous action sustained.....	186
Previous action reversed:	
On the basis of new or additional evidence.....	16
On the basis of original evidence.....	17
Appeals withdrawn or canceled.....	4
Total.....	223
On hand at end of year.....	29

The majority of retirement appeals related to the question of total disability for useful and efficient service, and a number of them were from employees whose applications for retirement had been filed by the agencies over the protest of the employees. When appeals were of this type, the Board of Appeals and Review held hearings in order that both sides of the cases could be presented.

Appeals Under Section 14 of Veterans' Preference Act

Appeals under section 14 of the Veterans' Preference Act of 1944, as amended, are initially decided by the directors of the civil-service regions in which the appeals arise, or by the Commission's chief law officer in those cases arising in the departmental service in Washington. The decisions by these Commission officials may be further appealed to the Commission by the persons against whom, or the agencies against which, the decisions were made. A total of 669 such appeals was received in the central Board of Appeals and Review during the fiscal year.

The following table shows the original appeals under section 14 processed in the Commission's central office and the regional offices for the fiscal years 1946, 1947, 1948, 1949, and 1950:

Appeals received and nature of action	1946	1947	1948	1949	1950	Total
Appeals received.....	1, 165	2, 046	2, 527	1, 768	2, 343	9, 849
Findings rendered.....	939	1, 754	2, 194	1, 581	1, 777	8, 245
Cases not within purview of Veterans' Preference Act.....	207	612	857	528	587	2, 791
Agency action sustained.....	347	607	975	808	870	3, 607
Agency action reversed.....	385	535	362	245	320	1, 847
Withdrawn or suspended by appellant ¹	226	202	333	187	209	1, 247
Being processed.....					357	357

¹ For 30 calendar days or longer.

The following table shows the workload of the central Board of Appeals and Review for the same periods:

Appeals received and nature of action	1946	1947	1948	1949	1950	Total
Appeals received.....	207	246	499	475	669	2, 096
Findings rendered.....	123	296	435	488	507	1, 849
Previous action sustained.....	92	207	381	428	455	1, 563
Previous action reversed.....	31	89	54	60	52	286
Withdrawn or suspended by appellant ¹	0	0	0	14	87	101
Being processed.....					147	147

¹ For 30 calendar days or longer.

Other Appeals to the Commission

In addition to the appeals discussed above, the central Board of Appeals and Review received 1,342 miscellaneous appeals relating to competitive status, residence in postmaster and rural-carrier cases, ratings on suitability, and other matters.

EFFICIENCY-RATING APPEALS

During the fiscal year 1950, boards of review served by chairmen furnished from the Commission's central-office staff received 528 appeals. These boards adjudicated 368 appeals and canceled 160. At the beginning of the fiscal year, 175 were pending; at its close, a like number were on hand.

Boards of review served by chairmen furnished by the Commission's regional-office staffs received 1,073 appeals during the fiscal year. Of these appeals, and the 300 which remained on hand from the previous fiscal year, 688 were processed and 416 were canceled, leaving a total of 269 appeals on hand on June 30, 1950.

X

Other Developments of the Year

RÉSUMÉ OF SIGNIFICANT COURT DECISIONS

Administrative Procedure Act

Wong Yang Sung v. McGrath, U. S. Supreme Court, February 20, 1950.—The court ruled that the Administrative Procedure Act is applicable to deportation hearings conducted by the Immigration and Naturalization Service, Department of Justice. (See "Appointment of Hearing Examiners," p. 47.)

Appointments

McGrimley v. Foley, U. S. District Court, Massachusetts, March 10, 1950.—The case concerned temporary employees of the Post Office Department who were seeking to acquire the status of permanent employees and to restrain the Post Office Department and the Civil Service Commission from discharging them from their temporary employment. The court ruled against the plaintiffs on the ground that the relief sought would remove from the Department and the Commission all discretion as to future choice of permanent employees and would improperly substitute therefor the judgment of the court.

Compensation

Beal v. United States, U. S. Court of Appeals, Sixth Circuit, May 29, 1950.—In a decision concerning the right of Federal firefighters

to recover overtime pay for duty in excess of 40 hours a week. the court held that these employees have this right, not only with respect to duty performed after the Federal Employees Pay Regulations were amended but also with respect to duty performed before the regulations were amended. (The regulations were amended following a Supreme Court decision which held that stand-by time of fire guards in private industry is compensable overtime under the Fair Labor Standards Act.)

Loyalty

Brief statements on court decisions relating to the Federal employees loyalty program appear on pages 29 and 30 of this report.

Officers and Employees

Blok v. United States, Municipal Court of Appeals, District of Columbia, December 29, 1949.—The court ruled that the search of a desk assigned to a Government worker, in an attempt to find an allegedly stolen article, was a violation of her constitutional rights when it was made without her consent and without a search warrant.

Reduction in Force

Peck v. United States, Court of Claims, October 3, 1949.—The court held that the action of a Federal agency which (1) separated a non-veteran war-service employee in a reduction in force caused by a cut in appropriations by the House of Representatives and (2) recalled other separated employees but not the nonveteran war-service employee when part of the appropriation was restored by the Senate, is not subject to review by the courts, because the separation required the exercise of judgment and discretion on the part of the agency, and no statute or regulation requires that the employee be recalled to duty.

Removal

Croghan v. United States and *Dupre v. United States*, Court of Claims, May 1, 1950.—The court held that the acquittal of a former Federal employee who had been indicted on criminal charges which were essentially the same as the charges on which his removal was based does not invalidate the removal if the agency complied with the law that governs removals.

Money v. Wallin, U. S. District Court, Eastern District, Pennsylvania, January 11, 1950, and April 26, 1950.—The case concerned a Federal employee who had been removed after (1) oral notification of the charges against him, (2) written notification of the charges 6 days later, and (3) the filing of the employee's answer within the 3 days provided for him in the notice. The court held that the procedural requirements of the removal law (act of August 24, 1912) had been complied with and that the court was without jurisdiction to inquire into the truth or falsity of the charges.

Waterman v. Nelson et al., U. S. Court of Appeals, Second Circuit, November 17, 1949.—The court held that the director of the Civil Service Commission's Second Regional Office could not be held liable in damages for the alleged wrongful and malicious removal of a Federal employee or for alleged conspiracy to interfere with her employment in other agencies.

Retirement

Hulsart v. United States, Court of Claims, November 7, 1949.—The case concerned a Federal employee who executed a designation-of-beneficiary form changing the beneficiary of his retirement account, forwarded it to the personnel office of his agency, and died before the agency forwarded it to the Civil Service Commission. The court held that the new designation of beneficiary was effective, notwithstanding the Commission's rule that, in order to be effective, a change-of-beneficiary request had to be received by the Commission prior to the death of the employee.

Prentiss v. United States, Court of Claims, December 5, 1949.—The case concerned a former employee who claimed a "refund" from the retirement fund on the basis of service performed prior to the approval of the Civil Service Retirement Act in 1920—service for which he received retirement credit although no deductions from salary and no deposits covering the service had been made. The court ruled that the provision in section 7 of the Civil Service Retirement Act for the return of the "amount credited to his individual account" means the return of the amount of money actually deducted from his salary.

Veterans

DEMOTION

Hunter v. Mitchell, U. S. Court of Appeals, District of Columbia, January 23, 1950.—The court ruled that the question of whether the demotion of a veteran was the result of a reduction in force or of a reorganization in his agency involved a material issue of fact and that the district court which originally heard the case erred in granting the defendant's motion for summary judgment when a material issue of fact was unresolved.

REEMPLOYMENT

Elder v. Brannan and *Furman v. Brannan*, U. S. Court of Appeals, District of Columbia, June 15, 1950.—The case concerned veteran war-service employees (in retention subgroup B-1 for reduction-in-force purposes) who had been separated from P-3 attorney positions in a reduction in force. Later, nonveteran war-service employees (in retention subgroup B-2) who had also been separated in a reduction in force were reemployed as P-3 attorneys, but the veterans

were not. The court ruled that the veterans were denied the preference in reemployment which is granted by section 2 of the Veterans' Preference Act of 1944.

REMOVAL

Lamb v. United States, Court of Claims, March 6, 1950.—The case concerned a veteran with competitive status who, while serving under a 1-year contract in an excepted position in Alaska, was separated before he completed the specified period. The court held that he was entitled to back pay covering the period of illegal separation, in spite of the fact that, following the expiration of the contract, he was restored to the position for an equal period of time upon a finding and recommendation that his separation was in violation of section 14 of the Veterans' Preference Act.

Love v. Royall, U. S. Court of Appeals, Minnesota, January 13, 1950.—The case concerned a veteran who claimed that he had been illegally separated. The court ruled that it had no jurisdiction because (1) the Government had not consented to be sued and (2) no judgment could be rendered against the defendant, the Secretary of the Army, because he was served with process outside the territorial jurisdiction of the district court which originally heard the case.

Marshall v. Crotty, U. S. District Court, Massachusetts, January 9, 1950.—The case concerned a veteran who had been serving under a war-service appointment (for not to exceed the duration of the war plus 6 months) and was seeking a declaratory judgment that he had been discharged from his Federal position in violation of law and should be restored without loss of pay. Holding that the war could be terminated at any time, the court ruled that the veteran's right to continue in his position could have been no more than a right to continue in it for not longer than 6 months. Thus, since the veteran's salary was at the rate of \$4,400 a year, the amount in controversy did not equal or exceed \$3,000, exclusive of interest and costs, which is the amount necessary to give a district court jurisdiction.

Stringer v. United States, Court of Claims, May 1, 1950.—The court ruled that the provision in section 14 of the Veterans' Preference Act of 1944 stating that a veteran whose discharge is sought "shall have at least thirty days' advance written notice" means that the veteran must have thirty *full* days' advance written notice; that section 14 of the act contemplates two distinct notices—one of proposed adverse action and the other of adverse decision; and that the Civil Service Commission cannot disregard the right of personal appearance given to veterans by section 14 of the act.

RESTORATION

McEachern v. United States, U. S. District Court, Western District, South Carolina, July 7, 1949.—The court ruled that it did not have jurisdiction in an action against the United States to enforce a veteran's right to restoration under the Selective Training and Service Act of 1940 when the Government had not consented to such action. This ruling is similar to rulings of other courts on the same question.

AMENDMENT OF THE HATCH ACT

The Commission has long been on record as favoring an amendment to section 9 (b) of the Hatch Act to give the Commission discretion in determining the penalty to be imposed when Federal employees are found to have engaged in prohibited political activity. Such an amendment was enacted into law by Public Law 732, effective August 25, 1950.

Under the previous law, which had been in effect since August 2, 1939, removal from the service was mandatory in all cases, regardless of the degree or type of violation. The amendment allows the Commission to suspend the employee without pay in lieu of removing him if the facts indicate that the violation is not such as to warrant his removal. The penalty of suspension must be approved by unanimous vote of the Commission and must be for at least 90 days.

The amendment also allows the Commission to reopen cases of former Federal employees who were removed for political-activity violations in order to determine whether the removal was warranted. In any case in which it finds, by unanimous vote, that the violation warranted a lesser penalty, it may revoke the restriction against reemployment which had been imposed. This action would not, of course, replace the individual in his previous position; it would merely clear his record and allow him to seek employment in his previous position.

EFFICIENCY RATINGS

In February 1950 the Commission submitted to the Congress the report of a study of efficiency-rating systems in the Federal service, together with recommendations for legislation. The study and the report were required by the provisions of section 903 of the Classification Act of 1949.

The legislation proposed by the Commission¹ would make the following major changes:

(1) Each agency would be permitted to establish a plan for evalu-

¹ The Performance Rating Act of 1950 (Public Law 873, 81st Cong.), approved Sept. 30, 1950, is in substantial accord with some of the Commission's recommendations. It differs in some respects—for example, the new law makes rating plans mandatory instead of permissive, as recommended by the Commission, and it requires the continuance of three-member boards of review in addition to the impartial agency review recommended by the Commission.

ating the work performance of its employees. Each plan would be required to provide a practical method of developing an understanding of proper standards of work performance on the part of employees, supervisors, and administrators and of securing performance that meets established standards. All plans would require the prior approval of the Civil Service Commission.

(2) Performance evaluations would not be the sole basis for personnel actions.

(3) Each agency would be required to provide one impartial review of an employee's performance rating, at his request.

APPOINTMENT OF HEARING EXAMINERS

Approximately 300 hearing-examiner positions in the Immigration and Naturalization Service, Department of Justice, were brought under the Civil Service Act as a result of the decision of February 20, 1950, by the Supreme Court of the United States (*Wong Yang Sung v. McGrath*) that deportation hearings are subject to the provisions of the Administrative Procedure Act.² The Commission thereupon amended the hearing-examiner regulations to provide that, whenever positions are brought under the Administrative Procedure Act as a result of court decisions, legislation, or Executive order, agencies will be allowed 6 months within which to recommend qualified employees with a competitive status for retention in, or promotion or reassignment to, such positions. This will enable agencies to make orderly selections of hearing examiners from their own personnel.

The regulations were also changed to make hearing-examiner positions subject to the Commission's standard regulations with respect to promotion, reassignment, and transfer, except that a status employee who is not occupying a hearing-examiner position may be promoted, reassigned or transferred to such a position only if his qualifications have been rated in accordance with the experience and training requirements of the open competitive examination and his numerical rating would bring him within reach for certification. If his rating would not be within reach, the case is disapproved.

It was originally contemplated that the Commission would conduct promotion examinations within each agency and that hearing examiners would be selected for promotion in the order of their ratings in such examinations. After the Commission had consulted with a large number of hearing examiners and agency officials, however, it was agreed that there was little reason to continue this unusual provision. The promotion of most Federal employees is a matter determined by

² The Supplemental Appropriation Act of 1951 (Public Law 843), which was approved Sept. 27, 1950, provided that proceedings under law relating to the exclusion or expulsion of aliens shall be without regard to the provisions of sections 5, 7 and 8 of the Administrative Procedure Act. In view of this, the Immigration and Naturalization Service established a new position—deportation examiner—which will be subject to the Civil Service Act and Rules but will not be subject to the special rules and regulations affecting hearing examiners.

the agency, subject to the Commission's standards. The question of whether the Commission's regulations with respect to the promotion of hearing examiners meet the requirements of section 11 of the Administrative Procedure Act is now before the Attorney General for an opinion.

In connection with the examination for hearing examiner, personal investigations were conducted to determine applicants' experience, training, and general qualifications, and the results were used in the process of rating the examination papers. The registers of eligibles were established May 19, 1950. Very few appointments have been made from them.

During the fiscal year 1950, the Commission authorized the loan of several examiners from one agency to another in accordance with section 11 of the Administrative Procedure Act. Experience has shown that the loan provision of the act is of material help to agencies in meeting an emergency or overcoming a peak workload.

FAIR EMPLOYMENT BOARD

The seven-member Fair Employment Board was established by the Commission in 1948, under authority of Executive Order 9980, which sets forth for the Federal service the basic policy of fair employment without discrimination because of race, color, religion, or national origin. The goal of the fair-employment program is equality of economic opportunity based solely on merit and fitness. The Board reviews appeals from decisions made by the heads of agencies in the executive branch of the Government on complaints of discrimination. It also coordinates the fair-employment policies and procedures of each agency and advises with and assists the agencies in carrying out a constructive employment program directed toward the elimination of discrimination in the executive branch of the Government.

During the fiscal year, the Board held 38 meetings, the majority of which were devoted to reviewing and adjudicating appeals. Thirty-nine appeal cases were closed out. Twenty of the appeals were from applicants who alleged discrimination in failure to be appointed. The remaining 19 were from employees who alleged discrimination in failure to be promoted, in disciplinary actions, and in assignment of duties. Thirty-four of the appellants alleged discrimination because of race or color and five because of religion or national origin. In all cases, the appellants were afforded an opportunity to make a personal appearance before the Board, and 29 appeared in person or by representative. The Board made a finding of discrimination and recommended corrective action in 11 cases. In the remaining 28 cases it found that the personnel action complained of was not due to discrimination because of race, color, religion, or national origin.

Because of the number of appeals received, the Board, with its small staff, has not been able to devote as much time as necessary or

desirable to furthering the constructive aspects of the fair-employment program. It has, however, held a series of meetings with the fair-employment officers of the various agencies to discuss the steps already taken, as well as those planned, to insure equality of economic opportunity in the Federal service. In addition to group meetings, conferences have been held with individual fair-employment officers. The Board has undertaken to act as a clearinghouse for the collection and dissemination of information useful to agencies, sending out the information by means of informational bulletins and personal letters to agency heads. Individual agencies have been consulted with reference to specific problems and their solution.

The Executive order requires that complaints of discrimination be made originally in the respective agencies. In conformity with instructions from the Board, agencies have issued procedures for handling complaints. The Board has requested that the agencies make these procedures known to their employees. Because the statistical reports previously furnished did not provide adequate information as to the manner in which complaints are being handled, the Board has been receiving narrative reports since January 1, 1950.

INVESTIGATIVE ACTIVITIES

The major part of the Commission's investigative resources were devoted to its activities under the Federal employees loyalty program (see p. 30). A number of other types of investigations were also conducted by the Commission.

"Administration of the Merit System" Cases

These other types of investigations result chiefly from so-called "administration of the merit system" cases, which arise in connection with the Commission's administration of the Civil Service Rules and of laws affecting personnel practices. Examples are investigations required to establish facts in connection with (1) the suitability or fitness of individuals, which may have been brought into question because of apparently false statements in applications, or alleged fraud or collusion in examinations, and (2) various types of appeals and complaints.

Approximately 9,600 investigations of this type were completed during the fiscal year.

Applicants for Postmaster Positions

The Commission continued the practice of conducting personal investigations of applicants for first-class postmaster positions. Generally, applicants for second-, third-, and fourth-class postmaster positions are investigated by means of correspondence; personal

investigations of applicants for these positions are also made, however, if it becomes necessary to resolve questions of residence, suitability, or qualifications.

Personal investigations of approximately 1,800 applicants for postmaster positions were conducted during the year.

Applicants for Other High-Level Positions

In addition to postmaster investigations, the Commission completed approximately 1,585 investigations of applicants for other high-level executive, administrative, technical, or professional positions.

Such investigations are made to determine the quality and extent of the applicant's experience, training, and general qualifications for the particular position concerned. They are made prior to appointment and are used in the process of rating the examination papers and applications. Pilot studies made during the fiscal year reconfirmed the validity and value of this type of investigation.

RETIREMENT LEGISLATION

The Commission, which administers the Civil Service Retirement Act and the Canal Zone Construction Act, also administered the Panama Canal Retirement Act and the Alaska Railroad Retirement Act until, by the act of July 21, 1949 (Public Law 180, 81st Cong.), these systems were abolished and the employees subject thereto placed under the civil-service retirement system. Enactment of this law constituted a forward step toward the Commission's goal of consolidating retirement systems for all Federal civilian employees to the greatest extent feasible. Within the past few years, four separate systems, including the two mentioned above, have been abolished and the affected employees have been given Civil Service Retirement Act coverage.

The act of August 2, 1949 (Public Law 199, 81st Cong.), excluded from the operation of the Civil Service Retirement Act temporary employees of the Administrative Office of the United States Courts and of certain United States courts. It also authorized the Librarian of Congress to exclude from coverage temporary employees of the Library of Congress.

The act of August 8, 1949 (Public Law 212, 81st Cong.), extended the time limitation for submitting disability annuity claims for persons whose disabling condition at date of separation was essentially chronic, deteriorative, or progressive in nature.

The act of August 16, 1949 (Public Law 235, 81st Cong.), relates to the computation of annuities of certain employees with investigatory, detention, and related duties. Their annuities may be computed on the basis of average basic salary for any five consecutive

years, rather than for the last 5 years of service as was previously the case.

Under the act of August 19, 1949 (Public Law 254, 81st Cong.), certain legislative employees who had failed to elect retirement coverage in accordance with existing statutes were given the right to make such election at any time before January 30, 1950.

The act of August 25, 1949 (Public Law 267, 81st Cong.), made retroactive the right to receive immediate reduced annuities in the case of employees involuntarily separated within the period July 1, 1945, to June 30, 1947, after completing 25 years of service.

The act of September 30, 1949 (Public Law 310, 81st Cong.), lowered the reduction factor³ applicable in cases of married male employees who name their wives as survivor annuitants upon retirement. It also gave married women the privilege, for the first time, of naming their husbands as survivor annuitants upon retirement.

The act of October 5, 1949 (Public Law 320, 81st Cong.), stipulated a maximum of \$10,000 basic salary, in the case of employees paid on a fee basis, for annuity-computation and other retirement purposes.

The act of October 19, 1949 (Public Law 362, 81st Cong.), extended retirement coverage to officers and employees of the Columbia Institution for the Deaf.

The act of June 14, 1950 (Public Law 547, 81st Cong.), set up a new order of precedence for payment of any lump-sum benefits due upon the death of employees and annuitants. This law preserves the employee's right to determine who shall receive the lump-sum death benefit, but since provision is made for payment to the surviving spouse, the children, or the parents, in that order, it is now unnecessary for most employees to file designation-of-beneficiary forms.

WORK OF THE SERVICE RECORD DIVISION

Prior Approval of Personnel Actions

The Commission's Service Record Division is responsible for approving or disapproving agency requests that employees be accorded a competitive status. During the fiscal year the Division processed a total of 4,996 cases under provisions of legislation, Executive orders, and Civil Service Rules and Regulations, approving 4,469 and disapproving 527.

Of the approvals, 3,332 were cases of employees converted to a competitive status under Executive Order 10080. This order enabled nonstatus incumbents of positions in the competitive service on September 30, 1949, to acquire competitive status provided (1) they had been appointed prior to March 16, 1942, and had served continuously

³ In order to provide annuity for a survivor, the annuity of the retiring employee is scaled down. Such matters as the age of the retiring employee and the age of the survivor annuitant are taken into consideration they are called reduction factors.

since that date, (2) their efficiency ratings were "Good" or better, (3) they were recommended by the head of the agency in which they served, and (4) they passed a noncompetitive examination prescribed by the Civil Service Commission.

Prior approval was also given to 246 reinstatements, 110 transfers, and 171 position changes.

Post-Audit of Reinstatements and Transfers

Authority has been delegated to agencies to make reinstatements and transfers without prior approval, but subject to post-audit by the Commission. During the year, the Division approved 30,919 reinstatements and disapproved 1,123. Disapprovals were for such reasons as the fact that the individuals lacked competitive status, had failed to complete probation, and had failed to meet time-eligibility requirements. The Division approved 26,880 interagency transfers and disapproved 926. There were 953 transfers and position changes within agencies approved and 40 disapproved.

In addition, 6,885 temporary appointments based on eligibility for reinstatement were approved and 36 disapproved.

Inquiries Regarding Status and Service

The concluding phases of the Commission's program to convert the Federal service from a wartime to a peacetime basis caused a large increase in the number of inquiries from Members of Congress, agencies, and employees concerning the status and service of individuals. A total of 104,550 such inquiries were answered. They were divided as follows: Calls in person, 10,020; letters, 20,925; telephone inquiries, 54,673; other informal inquiries, 18,932.

Requests for information concerning status, length of service, and veteran preference for use in connection with reductions in force numbered 15,943. This information was needed by agencies to determine relative retention rights of employees.

Maintaining the Service Record File

During the year, 364,098 personnel folders to contain the basic employment records of Federal employees were prepared and added to the file. They contain the records of personnel actions upon which determinations of the status of employees and further personnel actions are based.

Additional activities in connection with maintaining the file were as follows:

Nature of activity	Number of items processed
Inspecting notifications of personnel action.....	1,487,239
Processing notifications of personnel action into the service record file.....	1,485,033
Auditing personnel actions for apportionment purposes, etc.....	50,447
Transcribing and processing Postal Service notifications and other items into the file.....	26,980

Appendix

EXECUTIVE ORDERS

Providing for continuing action to improve the management of the executive branch of the Government

No. 10072, July 29, 1949; 14 F. R. 4797

WHEREAS the President and the Congress, in support of the recommendations of the Commission on Organization of the Executive Branch of the Government, are currently taking action further to improve Government organization and to give department and agency heads responsibility and authority which will enable them to manage their agencies more effectively; and

WHEREAS complementary actions are necessary to realize the economies and increased operating effectiveness made possible by improved organization of the Executive Branch; and

WHEREAS it is desirable to establish further machinery to give increased and regular attention to the economy of operations and effectiveness of programs:

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States, it is hereby ordered as follows:

1. Department and agency heads shall (a) review the programs under their respective jurisdictions to assure themselves and the President that such programs are being carried out with maximum effectiveness and economy, (b) provide for periodic and systematic appraisals of operations to identify opportunities to improve effectiveness and performance, (c) schedule action to work out and install improvements, giving priority to the activities promising greatest benefits in economy or better service for the same or less money, and (d) report periodically to the Bureau of the Budget on the progress made in establishing management improvement programs and the results achieved therefrom.

2. The Bureau of the Budget shall (a) review department and agency plans for management improvement in conjunction with requests for funds, and at other appropriate times, (b) advise and assist the agencies in working out programs to improve their operations, (c) make appropriate arrangements for handling program and operating problems of an interagency nature, (d) provide for an interchange of information on effective management techniques, and (e) report periodically to the President on the progress and results of agency management improvement efforts.

3. There is hereby established an Advisory Committee on Management Improvement. The Committee shall assist the President in creating a government-wide program for management improvement, developing a framework for the conduct of management activities, reviewing the progress of agency management improvement efforts, and promoting a better understanding of measures taken to improve the management of the Executive Branch of the Government. The Committee shall be appointed by the President and shall consist of twelve members, five of whom shall be officers or employees of the Federal Government. The Director of the Bureau of the Budget shall meet with and advise the Committee.

Enabling certain employees of the Federal Government to acquire a competitive civil-service status

No. 10080, September 30, 1949; 14 F. R. 5985

By virtue of the authority vested in me by section 2 of the Civil Service Act (22 Stat. 404) and by section 1753 of the Revised Statutes of the United States, it is hereby ordered as follows:

The incumbent in an active duty status of any office or position in the competitive service of the Federal Government on the date of this order who is without competitive status shall, upon recommendation made within the period of one year from the date of this order by the head of the agency in which he is employed, acquire a competitive civil service status if all of the following conditions are satisfied: (1) That such incumbent was appointed to an office or position in the executive branch of the Federal Government prior to March 16, 1942 (the date on which the War Service Regulations became effective), and has had continuous service with the Federal Government since that date which is creditable for retirement purposes, inclusive of any intervening military service; (2) that if the employment of such incumbent is evaluated under an efficiency rating system his most recent rating is "Good" or better, and if his employment is not evaluated under an efficiency rating system the head of the agency concerned has certified to the Civil Service Commission that the incumbent has served with merit for six months or longer immediately prior to the date of such certification; (3) that such person successfully qualifies in such suitable noncompetitive examination as the Civil Service Commission may prescribe; and (4) that such incumbent shall be given only one such noncompetitive examination: *Provided*, that separation for one year or less due to reduction of force shall not prevent the acquisition of a competitive status hereunder by the present incumbent in an active duty status of an office or position in the competitive service.

The Civil Service Commission shall promulgate regulations to effectuate the purposes of this order.

Revoking Executive Order No. 9512 of January 16, 1945, which provided for coordination of the allocation of field positions subject to the Classification Act of 1923, as amended

No. 10093, December 20, 1949; 14 F. R. 7681

By virtue of the authority vested in me as President of the United States, Executive Order No. 9512 of January 16, 1945, providing for coordination of the allocations of field positions subject to the Classification Act of 1923, as amended, is hereby revoked.

Amending Executive Order No. 9721 of May 10, 1946, which provided for the transfer of personnel to public international organizations in which the United States Government participates

No. 10103, February 1, 1950; 15 F. R. 597

By virtue of the authority vested in me by the Civil Service Act (22 Stat. 403) and by section 1753 of the Revised Statutes of the United States, and as President of the United States, it is ordered that Executive Order No. 9721 of May 10, 1946, authorizing the transfer, under certain conditions, of civilian employees in the Executive branch of the Federal Government to public international organizations in which the United States Government participates, be, and it is hereby, amended in the following respects:

1. Section 1 is amended, effective as of May 10, 1946, by adding at the end thereof the following sentence:

"Any employee so transferred shall, for a period not to exceed three years from the date of transfer and while employed by the said international organization, be considered as being on leave of absence from his employment by the Federal Government: *Provided*, that the employee is subsequently reemployed by the Federal Government in accordance with section 3 of this order."

2. Section 2, which by its terms became inoperative on May 10, 1949, is revived and amended, effective as of that date, to read as follows:

"Any employee serving under a war-service indefinite appointment who is transferred to a public international organization pursuant to this order and, while serving in such organization and within three years from the date of such transfer, is either reached in regular order for probational appointment from a civil-service register appropriate for filling the position in which he was serving or could, with the approval of the head of such agency, have been given a competitive status under Civil Service Rule III if he had remained in the position in which he last served in a Federal agency, shall be considered as having acquired a competitive status as of the date he is reached for probational appointment or classification. Any employee transferred to a public international organization pursuant to this order who was serving in such organization on September 30, 1949, and had served continuously therein from the date of his transfer shall be considered, so far as Executive Order No. 10080 of September 30, 1949, is concerned, as having been in an active-duty status on September 30, 1949, in the position in the Federal Government from which he was transferred and as having had continuous service with the Federal Government from the date of his transfer to September 30, 1949."

Summary of other orders affecting civilian employees in the executive branch

<i>Citation</i>	<i>Subject</i>
10065, July 6, 1949----- (14 F. R. 3719)	Terminating the Office of Defense Transportation.
10069, July 14, 1949----- (14 F. R. 3973)	Amending Executive Order No. 9805 of Nov. 25, 1946, which prescribed regulations governing payment of travel and transportation expenses of civilian officers and employees of the United States when transferred from one official station to another for permanent duty.
10073, July 29, 1949----- (14 F. R. 4797)	Exempting Eugene Black from compulsory retirement for age.

Summary of other orders affecting civilian employees in the executive branch—Continued

<i>Citation</i>	<i>Subject</i>
10077, Sept. 7, 1949----- (14 F. R. 5533)	Transferring the administration of the Island of Guam from the Secretary of the Navy to the Secretary of the Interior.
10085, Oct. 28, 1949----- (14 F. R. 6617)	Amending Executive Order No. 10011 of Oct. 22, 1948, which authorized the Secretary of State to exercise certain powers of the President with respect to the granting of allowances and allotments to Government personnel on foreign duty.
10089, Dec. 6, 1949----- (14 F. R. 7327)	Suspending certain statutory provisions relating to employment in the Canal Zone.
10094, Dec. 22, 1949----- (14 F. R. 7726)	Further exempting Clyde B. Aitchison from compulsory retirement for age.
10096, Jan. 23, 1950----- (15 F. R. 389)	Providing for a uniform patent policy for the Government with respect to inventions made by Government employees and for the administration of such policy.
10099, Jan. 27, 1950----- (15 F. R. 499)	Providing for the administration of the Mutual Defense Assistance Act of 1949
10135, June 30, 1950----- (15 F. R. 4239)	Further extending Executive Order No. 9898 of Oct. 14, 1947, as amended, which suspended the 8-hour law as to laborers and mechanics employed by the Departments of the Army and the Air Force on certain public works.
10137, June 30, 1950----- (15 F. R. 4241)	Amending Executive Order No. 10077 of Sept. 7, 1949, which transferred the administration of the Island of Guam from the Secretary of the Navy to the Secretary of the Interior.

APPOINTMENTS UNDER SECTION 3.2 OF CIVIL SERVICE RULE III

Section 3.2 of Civil Service Rule III reads, in part, as follows:

"Appointment without competitive examination in rare cases. (a) Subject to receipt of satisfactory evidence of the qualifications of the person to be appointed, the Commission may authorize an appointment in the competitive service without competitive examination whenever it finds:

"(1) That the duties or compensation of the position are such, or that qualified persons are so rare, that, in the interest of good civil-service administration, the position cannot be filled through open competitive examination; or

"(2) That it is essential to the program in which he is engaged to retain in the service a person who was serving in a highly specialized scientific, professional, or administrative position during the war period and prior to March 7, 1946, the effective date of the Temporary Civil Service Regulations."

The following statements show, by agencies, the names of persons appointed, the positions to which they were appointed, bureau or other subdivision, salary paid, and basis of approval of each appointment made.

Treasury Department

Frank Gasparro, engraver, United States Mint, Philadelphia, Pa., \$4,200 a year. The duties of this position include preparing drawings and sketches for coins, medals, plaques, etc.; modeling and sculpturing on a three-dimensional plane from drawings on a two-dimensional plane; and engraving designs and inscriptions directly into steel. A high degree of artistic excellence in this work is essential to the execution of coinage conforming to the standards required by the Government. Mr. Gasparro had an extensive background of training and experience in art and sculpture prior to his employment with the Mint in 1942. In view of the unusual combination of qualifications which the position requires and which Mr. Gasparro has, it was considered that he would be among the highest three eligibles if an open competitive examination were held for the position.

Department of the Army

Arthur W. Carpenter, roentgenological and photographic scientist, Army Medical Service, Field Research Laboratory, Fort Knox, Ky., \$8,000 a year. The duties of the position—chief of the X-ray and Photographic Research Section—involve supervising and directing the work of a group of investigators and technicians performing highly technical and difficult experiments in X-ray and photographic research and development. They also involve the performance of difficult and original research work carried out through the use of special high-voltage X-ray equipment, rotating anode tubes, Grenz ray tubes, X-ray diffraction equipment, special fluoroscopic and fluorographic equipment, high-speed cameras, photomicrographic equipment, and zirconium arc light sources. Mr. Carpenter has had a long career in photography and roentgenology, beginning in 1911. He has been employed in directly related work by the Field Research Laboratory at Fort Knox since 1946. It was believed that, if an examination were held to fill this position, very few competitors, if any, would outrank Mr. Carpenter in this highly specialized field.

Syrl K. Ferguson, communications specialist, Signal Service at Large, \$7,600 a year. As Chief of the Maintenance Section of the Department of the Army Communication Center, the incumbent of this position is responsible for the installation and maintenance of all equipment used by the Center in handling all official messages for the Department. Mr. Ferguson is a widely recognized expert in the field of communication equipment. He has served for more than 20 years in the Signal Corps, has held his present highly specialized position since 1942, first as a Chief Warrant Officer and later as a civilian, and was largely responsible for the development of the Center. Since it is doubtful whether any commercial communications specialist has Mr. Ferguson's intimate understanding of all the diverse equipment in use at the Army Communication Center, and especially because of military security considerations involved in design, testing, and operation of cryptographic devices and techniques for overseas communications, the Commission approved his appointment.

Department of the Navy

Philip Furlong, ship surveyor and inspector, Ninth Naval District, Great Lakes, Ill., \$6,235.20 a year. The duties of this position include survey and inspection of vessels, bridges, berths for naval vessels, towing arrangements, etc.; and also duties of an administrative and operational nature peculiar to this job. The incumbent must have administrative ability, plus a detailed knowledge of (1) shipping conditions on the Great Lakes and inland rivers, (2) Diesel, steam, electric, ship's hull, and structural repair work and maintenance techniques, and (3) towing, ice breaking, and salvage methods. Mr. Furlong has been engaged in substantially the same work in the Ninth Naval District since March 1942, and received the Navy's highest civilian award for outstanding accomplishment during the war. Since persons with such a combination of qualifications are extremely rare, it was considered probable that Mr. Furlong would be the highest, if not the only, eligible if an open competitive examination were held for the position.

Karl H. Koehne, training devices technician, Office of Naval Research, Special Devices Section, San Francisco, Calif., \$7,800 a year. In this position, which he has held since July 1946, Mr. Koehne helps direct the special devices program for the San Francisco Branch of the Office of Naval Research, with territorial responsibility consisting of the Twelfth and Thirteenth Naval Districts and the Hawaiian and Alaskan areas. Mr. Koehne, who has worked for the Department of the Navy since 1943, has gained specialized experience in electrical and radio engineering. He has also gained specialized experience in trying out and evaluating special devices used by the Navy. It was believed that Mr. Koehne would be among the highest three eligibles if an open competitive examination were held for the position.

Dr. Roger D. Reid, microbiologist (Head, Microbiology Branch), Office of Naval Research \$9,000 a year. In this position, the duties of which Dr. Reid has performed since April 1948, he administers programs for basic research and experimentation in complex studies concerned with microbiological phenomena incident to experimental epidemiology, with prevention and control of biological deterioration of material, and with development of antibiotics and chemotherapeutic and diagnostic agents. Dr. Reid has outstanding qualifications for this position and has done research in this field for nearly 20 years, including 3 years in the armed forces during World War II. It was considered that Dr. Reid would be among the highest three eligibles if an open competitive examination were held for the position.

Dr. Norman P. Schenker, training specialist, National Naval Medical Center, \$7,432.20 a year. The duties of the position involve research on, and planning and development of, basic medical motion pictures on such subjects as the effect of high-velocity missiles on human tissue, the physiology of shock, the physiology of burns, and hemorrhagic diathesis. In the course of a 7-month search by the agency, Dr. Schenker was the only person found who is considered qualified to fill the position. He has a medical degree and training in engineering. Cancer research took him into the field of medical films, and since 1941 he has specialized in their production. It was considered that qualified persons to fill the position are so rare that holding an open competitive examination would not be in the interest of good civil-service administration.

Dr. Florence W. van Straten, meteorologist, Aerology Subsection, Office of the Chief of Naval Operations, \$7,432.20 a year. In this position, the duties of which are essentially the same as the duties which Dr van Straten has been performing since 1944, first as a commissioned officer and later as a civilian, she evaluates for the Department of the Navy new meteorological research and developmental projects, coordinates Navy meteorological methods, equipment, and research projects with those of other Federal agencies, and coordinates efforts of matériel bureaus and manufacturers in the development of meteorological systems requested by the Chief of Naval Operations. Dr. van Straten is highly qualified for the position, both by education and by experience. It was believed that, if an open competitive examination were held for a position requiring a knowledge of the application of meteorology to naval operations, Dr. van Straten would be among the highest three eligibles.

Civil Aeronautics Board

Kenneth C. Sonner, aircraft engine inspector (accident analyst), \$7,671.60 a year. In this position, Mr. Sonner is engaged in a program dealing with the investigation and prevention of aircraft accidents. He investigates accidents and determines their probable causes from a technical examination of the remaining airplane parts and an understanding of their functioning. He also serves as consultant in his fields of specialization to other staff members, and is power plant and propeller specialist to the Board. Mr. Sonner has had 20 years of specialized experience in the field of aeronautics, a part of which has been gained during his service with the Board since 1943; during this service, he has presided in aircraft-accident investigations and public hearings and has handled all technical matters relating to mechanical interruption and other potential hazards to air safety. In view of Mr. Sonner's outstanding qualifications and his specialized knowledge of the duties of the position, approval of his appointment was believed to be in the interest of good civil-service administration.

Federal Security Agency

Dr. Ralph G. Meader, public health analyst (Chief, Cancer Grants Branch), National Cancer Institute, National Institutes of Health, U. S. Public Health Service, Bethesda, Md., \$10,750 a year. In this position, the duties of which Dr. Meader has performed since May 1948, he directs the Nation-wide program of grants for cancer research and the construction of cancer research facilities. He plans and develops the program, establishes policies, and is responsible for carrying out liaison with other organizations with an interest in the same problems. Dr. Meader's background includes teaching of anatomy at Yale University; acting as Assistant Director, Board of Scientific Advisors, Jane Coffin Childs Memorial Fund, which supports cancer investigations; and serving with the National Cancer Institute in various capacities since 1947. It was considered that Dr. Meader would be among the highest three eligibles if an open competitive examination were held for the position.

Veterans Administration

John H. Broders, Chief, Communications Officer, \$6,474.60 a year. Mr. Broders had been serving in the position to which his appointment was proposed since 1947, and in the Veterans Administration since January 1946. The duties

of the position are, in part, to act as consultant and adviser to the Assistant Administrator for Contact and Administrative Services on all telecommunications management and operations, including teletype, radio, telephone, telegraph, telautograph, and dictograph. Mr. Broders devised and engineered the Veterans Administration teletype system, and was in the process of redesigning it as proper equipment became available. Prior to his service in the Veterans Administration, he had 25 years of progressively responsible experience covering substantially every aspect of the communications field. It was considered that Mr. Broders would be among the highest three eligibles if an open competitive examination were held for this highly specialized position.

VARIATION FROM CIVIL SERVICE REGULATIONS

Action Taken Under Authority of Section 5.1 (b) of Civil Service Rule V

Section 5.1 (b) of Civil Service Rule V reads as follows:

"The Commission is authorized, whenever there shall be practical difficulties and unnecessary hardships in complying with the strict letter of its regulations, to grant a variation from the strict letter of the regulations if the spirit of the same is complied with and the efficiency of the Government and the integrity of the competitive service are protected and promoted: *Provided*, That whenever such a variation is made from the regulations the Commission shall record in the minutes of its proceedings (1) the particular practical difficulty or hardship, (2) what is permitted in lieu of what is required by regulation, (3) the circumstances which protect or promote the efficiency of the Government and the integrity of the competitive service and (4) a statement limiting the application of the variation to the continuation of the conditions which gave rise to the variation: *Provided further*, That similar variations shall be granted whenever similar conditions exist. All minutes approved under authority of this section shall be published in the Commission's annual reports."

In a minute of July 20, 1949, the Commission recorded the following action:

"Harold O. Nelson, Jr.—Variation under section 5.1 (b) of Civil Service Rule V in approval of reinstatement.

"Mr. Nelson appealed from the action taken by the Commission in disapproving, on post audit, his reinstatement to the position of business specialist, Office of International Trade, Department of Commerce, because he had not completed the probationary period. The Department reported Mr. Nelson's reinstatement subject to the approval of the Commission and stated that he had acquired competitive status through probational appointment in the War Department on August 30, 1917. The records show that Mr. Nelson resigned during probation on February 15, 1918, from the position of clerk-typist in the War Department, thus failing by two weeks of completing probation. The Commission held that an honest mistake had been made in the case and directed that the requirement of completion of probation be waived as a variation under section 5.1 (b) of Civil Service Rule V to permit approval of his reinstatement."

In a minute of September 12, 1949, the Commission recorded the following action:

"Joseph Barna—Variation under Section 5.1 (b) of Civil Service Rule V in approval of probational appointment.

"Mr. Barna served as engineer (mechanical), grade P-2, in the Signal Corps Laboratory, Fort Monmouth, N. J., under war-service appointment, from 1943 until August 6, 1947, when he resigned to work for a private contractor on projects

for the Signal Corps Laboratory. He had competed in an examination for Engineer as an over-age war-service employee, permitted to file though over-age only because of his being a war-service employee of a position to be filled on a permanent basis by the examination. Two weeks after his resignation, he concluded arrangements to be reemployed at the Signal Corps Laboratory, but upon the advice of officials of the Laboratory remained with the contractor until September 19, 1947, when he returned to the Laboratory under temporary-indefinite appointment, the only available civil-service authority at that time. He was off the Laboratory payroll for 43 days.

"As the provisions for waiving age limits for war-service incumbents are inoperative after a 30-day break in service or longer, the Director of the Second Regional Office and the Board of Appeals and Review had ruled that he could not be appointed from the register as he was over the age limit and not entitled to consideration as a war-service incumbent.

"Mr. Barna has had high efficiency ratings and his services are urgently needed by the agency. He has met all the requirements of the position in open competitive examinations, and would be excluded solely because of age. The age would not have operated against him except for the more than 30-day break in service, and during the break in service he performed the same kind of work he was performing for the Government as a war-service employee.

"On consideration of this case, the Commission approves probational appointment of Mr. Barna from the register insofar as age limit is concerned as a variation under Civil Service Rule V, section 5.1 (b), provided his name was sufficiently high on the certificate of eligibles previously issued, or if it has been high enough on the register during his temporary appointment."

In a minute of October 14, 1949, the Commission recorded the following action:

"Variation under Rule 5.1 (b) from the regulations covering promotions of hearing examiners.

"Whenever three or less hearing examiners with absolute status are eligible to compete for promotion in an agency, the Commission will not, until further notice, hold a competitive promotion examination but will permit the agency to nominate an examiner for promotion. If the examiner is found qualified, the Commission will certify that individual for promotion to that agency. This variation from the strict letter of the regulations covering promotions of hearing examiners, as provided for by the regulations specifically established for hearing examiners, is granted under Rule 5.1 (b) of the Civil Service Rules and Regulations."

In a minute of April 3, 1950, the Commission recorded the following action:

"William T. Gallagher—Variation under Civil Service Rule 5.1 (b) of Regulation 2.102 (c) to permit his reinstatement.

"Mr. Gallagher, a nonveteran, served for 20 years as a hospital attendant in the Veterans Administration Hospital, Chillicothe, Ohio. During volunteer service in a Fourth of July celebration at the hospital, Mr. Gallagher was in an accident which resulted in the loss of one of his hands. He left the service in October 1948, by resignation, but a later investigation by the Veterans Administration revealed that his resignation was directly caused by unfair treatment on the part of his supervisor who has since resigned by request. The agency would like to reinstate Mr. Gallagher, but his reinstatement is prevented by Regulation 2.102 (c), which permits reinstatement of a nonveteran to a position restricted to veterans only if there are less than 3 veterans available for appointment to the position. The Commission approves recommendation that section 2.102 (c) of the Regulations be waived under variation of Civil Service Rule 5.1 (b) to allow his reinstatement."

APPROPRIATIONS AND EXPENDITURES— U. S. CIVIL SERVICE COMMISSION

Appropriations, 1950

Salaries and expenses, Civil Service Commission, 1950.....	\$16, 000, 000
Panama Canal Construction Annuity Fund, Civil Service Commission, 1950.....	5, 894, 300
Total appropriations.....	21, 894, 300
Reimbursements for services performed.....	54, 802
Total available.....	21, 949, 102

Expenditures, 1950

Personal services.....	14, 271, 327
Travel.....	285, 390
Transportation of things.....	47, 146
Communication services.....	137, 380
Rents and utility services.....	104, 358
Printing and binding.....	503, 390
Other contractual services.....	128, 076
Supplies and materials.....	167, 758
Equipment.....	209, 171
Annuities.....	5, 216, 359
Total expenditures.....	21, 070, 355
Unexpended balance of appropriations ¹	878, 747
Total.....	21, 949, 102

Appropriations, 1951

Salaries and expenses, Civil Service Commission, 1951.....	15, 511, 913
Panama Canal Construction Annuity Fund, Civil Service Commission, 1951.....	2, 803, 177
Total.....	18, 315, 090

Retirement and disability funds, 1950

Civil-service retirement and disability appropriated fund, 1950....	301, 290, 728
Canal Zone retirement and disability appropriated fund, 1950.....	999, 000
Alaska Railroad retirement and disability appropriated fund, 1950..	215, 000
Total.....	302, 504, 728

Retirement and disability funds, 1951

Civil-service retirement and disability appropriated fund, 1951 ² ..	305, 000, 000
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¹ The unexpended balance includes a reserve of \$125,000 from the appropriation "Salaries and Expenses, 1950."

² The Canal Zone Retirement and Disability Fund and the Alaska Railroad Retirement and Disability Fund were merged with the Civil Service Retirement and Disability Fund by the act of July 21, 1949, Public Law 180.

Table 1.—Federal civilian employment, by agency and area, June 1950

[Includes all paid employees of agencies listed below; excludes employees of Central Intelligence Agency (not reported to the Civil Service Commission) and uncompensated employees. (See table 15.)]

Agency	All areas	Continental United States			Outside continental United States		
		Total	Washington, D. C., metropolitan area ¹	48 States ¹	Total	Territories and possessions	Foreign countries
All agencies.....	2 1,966,448	1,819,489	213,776	1,605,713	146,959	73,117	2 73,842
Percent distribution.....	100	93	11	82	7	3	4
EXECUTIVE OFFICE OF THE PRESIDENT							
White House Office.....	295	295	295	—	—	—	—
Bureau of the Budget.....	520	520	496	24	—	—	—
Council of Economic Advisers.....	36	36	36	—	—	—	—
Executive Mansion and Grounds.....	64	64	64	—	—	—	—
National Security Council.....	17	17	17	—	—	—	—
National Security Resources Board.....	324	324	324	—	—	—	—
Philippine Alien Property Administration.....	79	2	2	—	77	—	77
EXECUTIVE DEPARTMENTS							
State.....	24,628	8,595	6,487	2,108	16,033	14	16,019
Treasury.....	89,298	88,526	7,921	70,605	772	636	136
Department of Defense:							
Office of the Secretary of Defense.....	1,750	1,748	1,730	18	2	—	2
Department of the Army.....	2 303,599	262,873	27,759	235,114	40,726	15,158	2 25,568
Department of the Navy.....	293,347	269,565	31,479	238,086	23,782	15,876	7,906
Department of the Air Force.....	2 154,753	131,675	6,457	125,218	22,778	6,548	2 16,230
Justice.....	26,402	25,922	7,837	18,085	480	334	146
Post Office.....	500,679	498,771	7,719	491,052	1,908	1,908	—
Interior.....	65,573	58,198	4,695	53,503	7,375	7,325	50
Agriculture.....	84,097	81,362	11,427	69,935	2,735	1,040	1,695
Commerce.....	2 62,280	58,098	18,004	40,094	4,182	3,507	675
Labor.....	6,133	6,027	3,288	2,739	106	91	15
INDEPENDENT AGENCIES							
American Battle Monuments Commission.....	475	17	17	—	458	—	458
Atomic Energy Commission.....	4,991	4,987	780	4,207	4	—	4
Board of Governors, Federal Reserve System.....	563	563	552	11	—	—	—
Civil Aeronautics Board.....	629	615	556	59	14	14	—
Civil Service Commission.....	3,487	3,482	2,025	1,457	5	5	—
Commission on Renovation of the Executive Mansion.....	5	5	5	—	—	—	—
Displaced Persons Commission.....	257	90	87	3	167	—	167
Economic Cooperation Administration.....	4,625	1,138	1,110	28	3,487	—	3,487
Export-Import Bank.....	130	129	129	—	1	—	1
Federal Communications Commission.....	1,286	1,259	843	416	27	27	—
Federal Deposit Insurance Corporation.....	1,066	1,066	323	743	—	—	—
Federal Mediation and Conciliation Service.....	336	336	56	280	—	—	—
Federal Power Commission.....	735	735	589	146	—	—	—
Federal Security Agency.....	33,766	33,427	10,359	23,068	339	226	113
Federal Trade Commission.....	642	642	569	73	—	—	—
General Accounting Office.....	7,837	7,837	5,341	2,496	—	—	—
General Services Administration.....	21,863	21,844	12,792	9,052	19	3	16
Government Printing Office.....	7,028	7,028	6,948	80	—	—	—
Housing and Home Finance Agency.....	13,578	13,507	3,803	9,704	71	71	—
Indian Claims Commission.....	10	10	10	—	—	—	—
Interstate Commerce Commission.....	2,112	2,112	1,487	625	—	—	—
Motor Carrier Claims Commission.....	19	19	—	19	—	—	—
National Advisory Committee for Aeronautics.....	7,295	7,293	159	7,134	2	—	2
National Capital Housing Authority.....	317	317	317	—	—	—	—
National Capital Park and Planning Commission.....	9	9	9	—	—	—	—
National Capital Sesquicentennial Commission.....	123	123	123	—	—	—	—
National Labor Relations Board.....	1,489	1,474	554	920	15	15	—

Table 1.—Federal civilian employment, by agency and area, June 1950—Con.

[Includes all paid employees of agencies listed below, excludes employees of Central Intelligence Agency (not reported to the Civil Service Commission) and uncompensated employees. (See table 15.)]

Agency	All areas	Continental United States			Outside continental United States		
		Total	Washington, D. C., metropolitan area ¹	48 States ¹	Total	Territories and possessions	Foreign countries
INDEPENDENT AGENCIES—CON.							
National Mediation Board	127	127	42	85	23	23	
Office of the Housing Expediter	2,642	2,619	278	2,341			
Panama Canal	13,752	123	95	28	13,629	13,629	
Panama Railroad Company	6,102	501		501	5,601	5,601	
Philippine War Damage Commission	493	6	6		487		487
Railroad Retirement Board	2,276	2,276	7	2,269			
Reconstruction Finance Corporation	4,622	4,609	1,251	3,358	13	11	2
Securities and Exchange Commission	998	998	691	307			
Selective Service System	3,538	3,455	145	3,310	83	83	
Smithsonian Institution	898	892	873	19	6		6
Tariff Commission	219	219	212	7			
Tax Court of the United States	124	124	124				
Tennessee Valley Authority	13,923	13,923	9	13,914			
Veterans Administration	188,392	186,840	14,368	172,472	1,552	972	580
War Claims Commission	95	95	95				

¹ In 1950, the Washington, D. C., metropolitan area includes the District of Columbia; Alexandria City and Arlington and Fairfax Counties, Va.; and Montgomery and Prince Georges Counties, Md. These areas are excluded from the data for the 48 States. In 1949 and earlier years, only parts of Fairfax, Montgomery and Prince Georges Counties were included.

² "Department of the Army" excludes 9,927 displaced persons employed in Europe and 14,996 natives employed in Okinawa; "Department of the Air Force" excludes 2,160 natives employed in Okinawa.

³ Includes 12,450 temporary personnel employed on the Seventeenth Decennial Census.

Table 2.—Trend of Federal civilian employment by area, 1940–50

[For coverage, see headnote, table 1]

Period	All areas	Continental United States			Outside continental United States		
		Total	Washington, D. C., metropolitan area ¹	48 States ²	Total	Territories and possessions	Foreign countries
June 1940.....	1,014,117	(3)	133,856	(3)	(3)	(3)	(3)
December 1940.....	1,184,344	(3)	155,914	(3)	(3)	(3)	(3)
June 1941.....	1,370,110	1,280,813	184,236	1,096,577	89,297	82,445	6,852
December 1941.....	1,620,922	(3)	207,214	(3)	(3)	(3)	(3)
June 1942.....	2,206,970	(3)	263,383	(3)	(3)	(3)	(3)
December 1942.....	2,810,871	(3)	284,068	(3)	(3)	(3)	(3)
June 1943.....	3,157,113	³ 3,002,453	⁵ 277,813	⁴ 2,724,640	154,660	(3)	(3)
December 1943.....	3,227,578	2,811,812	263,448	2,548,364	415,766	(3)	(3)
June 1944.....	3,312,256	2,918,287	270,019	2,648,268	393,969	(3)	(3)
December 1944.....	3,412,355	2,859,737	255,186	2,604,551	552,618	(3)	(3)
June 1945.....	⁴ 3,769,646	2,915,476	257,808	2,657,668	⁴ 854,170	(3)	(3)
December 1945.....	2,969,729	2,411,015	229,389	2,181,626	558,714	(3)	(3)
June 1946.....	2,722,031	2,299,007	235,109	2,063,898	423,024	(3)	(3)
December 1946.....	2,277,078	1,980,716	221,293	1,759,423	296,362	(3)	(3)
June 1947.....	2,128,648	1,849,781	205,237	1,644,544	278,867	94,636	184,231
December 1947.....	1,999,431	⁶ 1,766,072	195,714	⁶ 1,570,358	233,359	94,404	138,955
June 1948.....	2,090,732	1,859,807	206,110	1,653,697	230,925	98,700	132,225
December 1948.....	2,095,559	1,899,143	210,629	1,688,514	196,416	92,748	103,668
June 1949.....	2,109,642	1,928,524	217,237	1,711,287	181,118	89,526	91,592
December 1949.....	⁷ 1,955,731	1,804,857	213,238	1,591,619	150,874	75,978	74,896
June 1950.....	1,966,448	1,819,489	213,776	1,605,713	146,959	⁷ 73,117	⁷ 63,842

¹ June 1940–June 1941 data relate to District of Columbia only. For definition of Washington area, see table 1, footnote 1. Peak of employment in area was 287,244 in February 1943; lowest postwar employment was 195,239 in September 1947.

² Excludes employment in the Washington, D. C., metropolitan area.

³ Not available.

⁴ Represents peak of employment in area.

⁵ Excludes approximately 3,000 persons serving without compensation.

⁶ Represents lowest postwar employment in area.

⁷ The lowest postwar employment in this area was 1,950,408 in February 1950.

Table 3.—Major characteristics of Federal civilian employment, continental United States and Washington, D. C., metropolitan area, June 1950 and June 1949

[For coverage, see headnote, table 1]

Item	Continental United States					Washington, D. C., metropolitan area ¹				
	June 1950		June 1949		Percent change from June 1949 to June 1950	June 1950		June 1949		Percent change from June 1949 to June 1950
	Number	Per cent	Number	Per cent		Number	Per cent	Number	Per cent	
ALL EMPLOYEES										
Total.....	1,819,489	100	1,928,524	100	-5.7	213,776	100	217,237	100	-1.6
Full-time.....	1,627,410	89	1,705,944	88	-4.6	210,597	99	213,863	98	-1.5
Part-time and intermittent.....	192,079	11	222,580	12	-13.7	3,179	1	3,374	2	-5.8
Sex:										
Men.....	1,413,051	78	1,494,465	77	-5.5	119,970	56	119,530	55	+4.4
Women.....	406,438	22	434,059	23	-6.4	93,806	44	97,707	45	-4.0
Veteran status: ²										
With veteran preference.....	895,536	49	898,325	47	-3	78,775	37	76,377	35	+3.1
Without veteran preference.....	921,792	51	1,026,883	53	-10.2	134,984	63	140,842	65	-4.2
Service:										
Departmental.....	169,123	9	172,020	9	-1.7	155,618	73	157,368	72	-1.1
Field.....	1,650,366	91	1,756,504	91	-6.0	58,158	27	59,869	28	-2.9
Type of appointment:										
Subject to competitive requirements of Civil Service Act.....	1,665,514	92	1,771,866	92	-6.0	196,531	92	200,743	92	-2.1
Permanent and probational.....	1,486,118	82	1,435,549	74	+3.5	173,526	81	157,015	72	+10.5
Indefinite.....	109,677	9	246,958	13	-55.6	17,341	8	39,978	18	-56.6
Temporary, limited period.....	69,719	4	89,359	5	-22.0	5,664	3	3,750	2	+51.0
Excepted from competitive requirements of Civil Service Act.....	153,975	8	156,658	8	-1.7	17,245	8	16,494	8	+4.6
Temporary, limited period.....	43,366	2	40,148	2	+8.0	1,910	1	2,042	1	-6.5
Other.....	110,609	6	116,510	6	-5.1	15,335	7	14,452	7	+6.1
Compensation authority:										
Classification Act of 1949.....	808,508	44	830,535	43	-2.7	172,663	81	176,623	81	-2.2
Postal Pay Act.....	496,875	27	514,017	27	-3.3	5,823	3	5,850	3	-.5
Wage board.....	447,044	25	503,533	26	-11.2	28,015	13	25,009	12	+12.0
Other.....	67,062	4	80,439	4	-16.6	7,275	3	9,755	4	-25.4

VETERAN-PREFERENCE EMPLOYEES

Total ¹	895,536	100	898,325	100	- .3	78,775	100	76,377	100	+3.1
Veterans.....	878,703	98	880,607	98	- .2	75,628	96	73,480	96	+2.9
Sex:										
Men.....	855,087	95	856,555	95	- .2	71,807	91	69,291	91	+3.6
Women.....	23,616	3	24,052	3	-1.8	3,821	5	4,18	5	-8.8
Military service:										
World War II.....	655,532	73	631,990	70	+3.7	58,654	74	55,633	73	+5.4
Other.....	223,171	25	248,617	28	-10.1	16,974	21	17,847	23	-4.9
Type of preference:										
Disabled (10-point).....	138,940	15	124,410	14	+11.7	9,444	12	7,776	10	+21.5
Other (5-point).....	739,763	83	756,197	84	-2.1	66,184	84	65,704	86	+ .7
Wives, widows, and mothers of veterans (10-point).....	16,833	2	17,718	2	-5.0	3,147	4	2,897	4	+8.6

¹ See table 1, footnote 1.² Excludes employees of the maritime training organization, for whom distribution is not available.³ This percent is based on total Federal employment; of the 1,665,514 employees whose appointments were made in accordance with the competitive requirements of the Civil

Service Act, 89 percent of those in the continental United States, and 88 percent of those in the Washington, D. C., metropolitan area, held permanent or probational appointments.

⁴ Classification Act of 1923, as amended.

Table 4.—Federal civilian employment by agency, sex, and veteran status, continental United States, June 1950

For coverage, see headnote, table 1

Agency	Men				Women			
	Total	Veteran		Non-veteran	Total	Veteran ¹		Non-veteran
		Number	Percent of total men			Number	Percent of total women	
All agencies.....	1,413,151	855,087	61	555,803	406,437	40,449	10	365,989
EXECUTIVE OFFICE OF THE PRESIDENT								
White House Office.....	152	52	34	100	143	3	2	140
Bureau of the Budget.....	309	170	55	139	211	11	5	200
Council of Economic Advisers.....	18	7	39	11	18	—	—	18
Executive Mansion and Grounds.....	52	25	48	27	12	1	8	11
National Security Council.....	7	5	71	2	10	—	—	10
National Security Resources Board.....	199	73	37	126	125	3	2	122
Philippine Alien Property Administration.....	1	—	—	1	1	—	—	1
EXECUTIVE DEPARTMENTS								
State.....	4,529	3,000	66	1,529	4,066	296	7	3,770
Treasury.....	50,093	31,603	63	18,490	38,433	2,453	6	35,980
Department of Defense:								
Office of the Secretary of Defense.....	814	527	65	287	934	64	7	870
Department of the Army.....	198,652	128,155	65	70,497	64,221	5,914	9	58,307
Department of the Navy.....	224,328	141,354	63	82,974	45,237	4,826	11	40,411
Department of the Air Force.....	99,871	65,074	65	34,797	31,804	2,582	8	29,222
Justice.....	17,963	10,522	59	7,441	7,959	391	5	7,568
Post Office.....	456,152	240,765	53	215,387	42,619	4,230	10	38,389
Interior.....	47,431	24,274	51	23,157	10,767	707	7	10,060
Agriculture.....	63,358	28,867	46	34,491	18,004	916	5	17,088
Commerce.....	241,726	22,971	55	16,594	16,372	1,001	6	15,371
Labor.....	3,019	1,793	59	1,226	3,008	157	5	2,851
INDEPENDENT AGENCIES								
American Battle Monuments Commission.....	6	6	100	—	11	2	18	9
Atomic Energy Commission.....	3,308	2,426	73	882	1,679	101	6	1,578
Board of Governors, Federal Reserve System.....	281	153	54	128	282	10	4	272
Civil Aeronautics Board.....	335	216	64	119	280	26	9	254
Civil Service Commission.....	1,419	925	65	494	2,063	140	7	1,923
Commission on Renovation of the Executive Mansion.....	3	2	67	1	2	—	—	2
Displaced Persons Commission.....	38	21	55	17	52	2	4	50
Economic Cooperation Administration.....	599	279	47	320	539	31	6	508
Export-Import Bank.....	62	36	58	26	67	3	4	64
Federal Communications Commission.....	783	436	56	347	476	37	8	439
Federal Deposit Insurance Corporation.....	729	458	63	271	337	25	7	312
Federal Mediation and Conciliation Service.....	244	84	34	160	92	3	3	89
Federal Power Commission.....	480	236	49	244	255	15	6	240
Federal Security Agency.....	16,629	9,730	59	6,899	16,798	1,288	8	15,510
Federal Trade Commission.....	413	254	62	159	229	10	4	219
General Accounting Office.....	4,291	2,666	62	1,625	3,546	429	12	3,117
General Services Administration.....	15,143	10,226	68	4,917	6,701	705	11	5,996
Government Printing Office.....	5,425	2,816	52	2,609	1,603	121	8	1,482
Housing and Home Finance Agency.....	8,646	4,703	55	3,943	4,961	284	6	4,677
Indian Claims Commission.....	6	4	67	2	4	—	—	4
Interstate Commerce Commission.....	1,354	773	57	581	758	67	9	691
Motor Carrier Claims Commission.....	10	6	60	4	9	—	—	9
National Advisory Committee for Aeronautics.....	6,003	3,248	54	2,755	1,290	39	3	1,251
National Capital Housing Authority.....	246	122	50	124	71	4	6	67
National Capital Park and Planning Commission.....	5	2	40	3	4	1	25	3
National Capital Sesquicentennial Commission.....	95	7	7	88	28	1	4	27
National Labor Relations Board.....	796	485	61	311	678	40	6	638
National Mediation Board.....	68	17	25	51	59	1	2	58

Table 4.—Federal civilian employment by agency, sex, and veteran status, continental United States, June 1950—Continued

[For coverage, see headnote, table 1]

Agency	Men				Women			
	Total	Veteran		Non-veteran	Total	Veteran ¹		Non-veteran
		Number	Percent of total men			Number	Percent of total women	
INDEPENDENT AGENCIES—CON.								
Office of the Housing Expediter	1, 137	704	62	433	1, 482	119	8	1, 363
Panama Canal.....	80	33	41	47	43	2	5	41
Panama Railroad Company.....	468	45	10	423	33	1	3	32
Philippine War Damage Commission.....	2	1	50	1	4			4
Railroad Retirement Board.....	1, 121	730	65	391	1, 155	38	3	1, 117
Reconstruction Finance Corporation.....	2, 481	1, 305	53	1, 176	2, 128	183	9	1, 945
Securities and Exchange Commission.....	654	358	55	296	344	19	6	325
Selective Service System.....	741	450	61	291	2, 714	182	7	2, 532
Smithsonian Institution.....	674	463	69	211	218	28	13	190
Tariff Commission.....	125	69	55	56	94	5	5	89
Tax Court of the United States.....	59	32	54	27	65	2	3	63
Tennessee Valley Authority.....	12, 552	6, 723	54	5, 829	1, 371	62	5	1, 309
Veterans Administration.....	116, 921	104, 571	89	12, 350	69, 919	12, 866	18	57, 053
War Claims Commission.....	45	29	64	16	50	2	4	48

¹ Includes all women entitled to veteran preference—i. e., women veterans and wives, widows, and mothers of veterans.

² Includes 90 seamen and 2,071 employees of the maritime training organization, for whom distribution is not available.

³ Partly estimated.

Table 5.—Trend of Federal civilian employment, continental United States and Washington, D. C., metropolitan area, by sex and specified period, 1940-50

[For coverage, see headnote, table 1]

Period	Continental United States ¹					Washington, D. C., metropolitan area ²				
	Total	Men	Women		Sex not reported	Total	Men	Women		Sex not reported
			Number	Percent of total reported				Number	Percent of total reported	
June 1940.....	1,014,117	816,610	186,210	19	11,297	133,856	80,607	53,038	40	211
June 1941.....	1,370,110	³ 1,091,867	³ 266,283	20	11,960	184,236	106,133	77,774	42	329
June 1942.....	2,206,970	(⁴)	(⁴)		(⁴)	268,383	(⁴)	(⁴)		(⁴)
May 1943.....	3,030,659	⁵ 1,840,145	⁵ 996,499	35	191,015	280,027	⁵ 121,075	⁵ 151,370	56	7,582
July 1944.....	2,941,209	1,835,077	⁶ 1,106,132	38	-----	270,501	112,791	⁶ 157,710	58	-----
June 1945.....	2,915,476	1,822,939	1,092,537	37	-----	257,808	103,964	153,844	60	-----
June 1946.....	2,209,007	1,652,703	646,304	28	-----	235,109	119,199	115,910	49	-----
June 1947.....	1,849,781	1,409,184	440,597	24	-----	205,237	111,847	93,390	46	-----
June 1948.....	1,859,807	1,436,110	423,697	23	-----	206,110	113,640	92,470	45	-----
June 1949.....	1,928,524	1,494,465	434,059	23	-----	217,237	119,530	97,707	45	-----
June 1950.....	1,812,489	1,413,051	406,438	22	-----	213,776	119,970	93,806	44	-----

¹ June 1940-May 1943 data include employees outside continental United States.

² June 1940-June 1941 data relate to District of Columbia only. For definition of Washington area, see table 1, footnote 1.

³ Corrected.

⁴ Not available.

⁵ Relates to full-time employees only.

⁶ Represents peak of employment of women.

Table 6.—Federal civilian employees, by type of appointment and by agency, continental United States, June 1950

[For coverage, see headnote, table 1]

Agency	Total	Competitive appointments								Excepted appointments					
		Total		Permanent and probational		Indefinite ¹		Temporary, limited period ²		Total		Temporary, limited period ²		Other	
		Number	Per cent of total	Number	Per cent of competitive appointments	Number	Per cent of competitive appointments	Number	Per cent of competitive appointments	Number	Per cent of total	Number	Per cent of excepted appointments	Number	Per cent of excepted appointments
All agencies.....	1,819,48	1,665,514	92	1,486,118	89	109,677	7	69,71	4	153,975	8	43,366	28	110,609	72
EXECUTIVE OFFICE OF THE PRESIDENT															
White House Office.....	295	189	64	189	100					106	36	58	55	48	45
Bureau of the Budget.....	520	510	98	495	97	9	2	6	1	10	2	5	50	5	50
Council of Economic Advisers.....	36	31	86	27	87	4	13			5	14			5	100
Executive Mansion and Grounds.....	64									64	100			59	92
National Security Council.....	17									17	100			17	100
National Security Resources Board.....	324	250	77	204	82	39	15	7	3	74	23	70	95	4	5
Philippine Alien Property Administration.....	2	2	100	2	100										
EXECUTIVE DEPARTMENTS															
State.....	8,595	7,294	85	5,431	75	1,636	22	227	3	1,301	15	160	12	1,141	88
Treasury.....	88,526	86,035	97	81,541	95	2,605	3	1,889	2	2,491	3	27	1	2,464	99
Department of Defense:															
Office of the Secretary of Defense.....	1,748	1,588	91	1,395	88	154	10	39	2	160	9	107	67	53	33
Department of the Army.....	262,873	251,559	96	228,024	91	13,960	5	9,575	4	11,314	4	3,285	29	8,029	71
Department of the Navy.....	269,565	258,406	96	244,430	95	6,296	2	7,680	3	11,159	4	1,523	14	9,636	86
Department of the Air Force.....	131,675	130,155	99	119,483	92	6,350	5	4,322	3	1,520	1	813	53	707	47
Justice.....	25,922	14,532	56	13,701	94	708	5	123	1	11,390	44	53	(³)	11,337	100
Post Office.....	498,771	498,726	100	417,191	84	49,167	10	32,368	6	45	(³)	2	4	43	96
Interior.....	58,198	42,282	73	34,965	83	4,699	11	2,618	6	15,916	27	6,668	42	9,248	58
Agriculture.....	81,362	55,926	69	49,567	89	3,589	6	2,770	5	25,436	31	16,171	64	9,265	36
Commerce.....	58,098	40,180	69	31,736	79	5,259	13	3,185	8	17,918	31	10,373	58	7,545	42
Labor.....	6,027	5,187	86	4,446	86	391	7	350	7	840	14	277	33	563	67

INDEPENDENT AGENCIES

American Battle Monuments Commission.....	17	16	94	16	100					1	6	1	100				
Atomic Energy Commission.....	4,987									4,987	100	63	1	4,924	99		
Board of Governors, Federal Reserve System.....	563									563	100	9	2	554	98		
Civil Aeronautics Board.....	615	543	88	472	87	71	13			72	12	2	3	70	97		
Civil Service Commission.....	3,482	3,384	97	3,231	95	60	2	93	3	98	3	9	9	89	91		
Commission on Renovation of the Executive Mansion.....	5																
Displaced Persons Commission.....	90									5	100			5	100		
Economic Cooperation Administration.....	1,138	954	84	766	80	142	15	46	5	90	100			90	100		
Export-Import Bank.....	129	108	84	97	90	10	9	1	1	21	16	106	58	78	42		
Federal Communications Commission.....	1,250	1,167	93	1,099	94	63	5	5	1	92	7			21	100		
Federal Deposit Insurance Corporation.....	1,066	987	93	825	84	160	16	2	(¹)	79	7			92	100		
Federal Mediation and Conciliation Service.....	336	115	34	109	95	4	3	2	2	221	66		6	73	92		
Federal Power Commission.....	735	662	90	645	98	16	2	1	(¹)	73	10		(¹)	220	100		
Federal Security Agency.....	33,427	30,648	92	27,428	90	2,600	8	620	2	2,779	8	548	20	2,231	80		
Federal Trade Commission.....	642	548	85	520	95	18	3	10	2	94	15			94	100		
General Accounting Office.....	7,837	7,795	99	7,540	97	244	3	11	(¹)	42	1			42	100		
General Services Administration.....	21,844	21,667	99	19,975	92	1,252	6	440	2	177	1	17	10	160	90		
Government Printing Office.....	7,028	7,022	100	5,579	80	1,432	20	11	(¹)	6	(¹)			6	100		
Housing and Home Finance Agency.....	13,507	13,317	99	11,174	84	1,898	14	245	2	190	1	15	8	175	92		
Indian Claims Commission.....	10	2	20	2	100					8	80			8	100		
Interstate Commerce Commission.....	2,112	2,042	97	1,927	94	92	5	23	1	70	3			70	100		
Motor Carrier Claims Commission.....	19	6	32	6	100					13	68			13	100		
National Advisory Committee for Aeronautics.....	7,293	7,289	100	6,997	96	210	3	82	1	4	(¹)	1	25	3	75		
National Capital Housing Authority.....	317	315	99	258	82	52	16	5	2	2	1	1	50	1	50		
National Capital Park and Planning Commission.....	9	6	67	6	100					3	33	2	67	1	33		
National Capital Sesquicentennial Commission.....	123									123	100	86	70	37	30		
National Labor Relations Board.....	1,474	1,027	70	954	93	66	6	7	1	447	30	121	27	326	73		
National Mediation Board.....	127	60	47	57	95	2	3	1	2	67	53	24	36	43	64		
Office of the Housing Expediter.....	2,619	2,525	96	1,845	73	625	25	55	2	94	4	8	9	86	91		
Panama Canal.....	123	122	99	120	98	2	2			1	1			1	100		
Panama Railroad Company.....	501	77	15	73	95	4	5			424	85			424	100		
Philippine War Damage Commission.....	6									6	100	2	33	4	67		
Railroad Retirement Board.....	2,276	2,271	100	2,225	98	32	1	14	1	5	(¹)			5	100		
Reconstruction Finance Corporation.....	4,609	4,372	95	4,196	96	75	2	101	2	237	5			232	98		
Securities and Exchange Commission.....	998	808	81	785	97	23	3			190	19	1	1	189	99		
Selective Service System.....	3,455	3,256	94	1,440	44	1,701	52	115	4	199	6	3	2	196	98		
Smithsonian Institution.....	892	870	98	768	88	56	7	46	5	22	2	1	5	21	95		
Tariff Commission.....	219	202	92	202	100					17	8			17	100		
Tax Court of the United States.....	124	64	52	61	95	3	5			60	48			60	100		
Tennessee Valley Authority.....	13,923									13,923	100	153	1	13,770	99		
Veterans Administration.....	186,840	158,354	85	151,862	96	3,868	2	2,624	2	28,486	15	2,578	9	25,908	91		
War Claims Commission.....	95	61	64	31	51	30	49			34	36			34	100		

¹ Includes war-service appointments, temporary appointments pending establishment of registers, and emergency-indefinite appointments.

² Appointments limited to 1 year or less.

³ Less than 0.5 percent.

Table 7.—Distribution of Federal civilian employment, by State and selected agency, June 1950

[For coverage, see headnote, table 1]

Area	Number of employees					Percent distribution by agency				
	All agencies	Department of Defense	Post Office Department ¹	Veterans Administration	Other agencies ¹	All agencies	Department of Defense	Post Office Department	Veterans Administration	Other agencies
Total.....	1,966,448	753,149	500,679	188,392	524,228	100	38	25	10	27
Outside continental United States	146,959	87,288	1,908	1,552	56,211	100	60	1	1	38
Territories and possessions	73,117	37,582	1,908	972	32,655	100	51	3	1	45
Foreign countries	73,842	49,706	-----	580	23,556	100	67	-----	1	32
Continental United States	1,819,489	665,861	498,771	186,840	468,017	100	37	27	10	26
Washington, D. C., metropolitan area ²	213,776	67,425	7,719	14,368	124,264	100	31	4	7	58
48 States ²	1,605,713	598,436	491,052	172,472	343,753	100	37	31	11	21
Alabama.....	32,083	13,507	6,453	3,401	8,722	100	42	20	11	27
Arizona.....	13,053	2,758	2,077	1,450	6,768	100	21	16	11	52
Arkansas.....	12,502	2,244	4,820	2,397	3,041	100	18	39	19	24
California.....	177,136	97,224	36,800	15,234	27,878	100	55	21	8	16
Colorado.....	23,191	5,742	4,652	2,307	10,490	100	25	20	10	45
Connecticut.....	10,669	1,285	6,407	1,190	1,787	100	12	60	11	17
Delaware.....	1,903	233	922	483	265	100	12	49	25	14
Florida.....	32,718	16,416	8,004	2,704	5,504	100	50	25	8	17
Georgia.....	38,832	17,276	8,321	4,808	8,427	100	45	21	12	22
Idaho.....	5,627	150	1,817	581	3,079	100	3	32	10	55
Illinois.....	89,879	22,339	37,884	11,366	18,290	100	25	42	13	20
Indiana.....	28,658	9,034	11,323	3,336	4,965	100	32	39	12	17
Iowa.....	15,384	661	9,136	2,424	3,163	100	4	59	16	21
Kansas.....	18,555	3,583	7,022	3,809	4,141	100	19	38	21	22
Kentucky.....	22,946	7,207	7,677	3,629	4,433	100	32	33	16	19
Louisiana.....	21,105	5,553	6,076	2,379	7,097	100	26	29	11	34
Maine.....	10,183	4,228	3,282	1,069	1,604	100	42	32	10	16
Maryland ²	38,491	19,191	6,238	2,474	10,588	100	50	16	6	28
Massachusetts.....	51,055	18,122	18,862	7,281	6,790	100	36	37	14	13
Michigan.....	37,458	7,908	18,169	4,511	6,870	100	21	49	12	18
Minnesota.....	22,186	1,362	11,380	4,099	5,345	100	6	51	19	24
Mississippi.....	15,705	4,671	4,475	2,629	3,930	100	30	28	17	25
Missouri.....	46,834	12,776	17,107	4,250	12,701	100	27	37	9	27
Montana.....	8,564	699	2,006	508	5,351	100	8	23	6	63
Nebraska.....	15,282	4,378	5,378	855	4,671	100	29	35	6	30
Nevada.....	4,236	1,484	479	278	1,995	100	35	11	7	47
New Hampshire.....	2,894	104	1,889	362	539	100	3	65	13	19
New Jersey.....	40,867	20,396	13,269	3,167	4,035	100	50	32	8	10
New Mexico.....	12,595	3,635	1,746	945	6,269	100	29	14	7	50
New York.....	169,215	44,130	73,859	18,153	33,073	100	26	44	11	19
North Carolina.....	23,548	6,801	8,117	3,030	5,600	100	29	34	13	24
North Dakota.....	6,914	718	2,961	782	2,453	100	10	43	11	36
Ohio.....	78,443	33,502	24,848	8,597	11,496	100	43	32	11	14
Oklahoma.....	31,725	16,955	6,865	1,741	6,164	100	53	22	5	20
Oregon.....	17,226	2,982	5,008	1,836	7,400	100	17	29	11	43
Pennsylvania.....	103,864	51,150	30,675	9,276	12,763	100	49	30	9	12
Rhode Island.....	10,092	6,462	2,179	886	565	100	64	22	9	5
South Carolina.....	15,725	7,531	4,124	1,332	2,738	100	48	26	8	18
South Dakota.....	8,363	1,020	2,796	1,487	3,060	100	12	33	18	37
Tennessee.....	36,319	7,870	8,217	5,734	14,498	100	21	23	16	40
Texas.....	87,060	38,303	21,067	9,297	18,393	100	44	24	11	21
Utah.....	18,796	12,693	1,862	588	3,653	100	68	10	3	19
Vermont.....	3,048	66	1,697	533	752	100	2	56	17	25
Virginia ²	60,852	36,846	8,743	5,457	9,806	100	61	14	9	16
Washington.....	47,422	23,490	7,980	3,161	12,791	100	49	17	7	27
West Virginia.....	10,591	1,661	4,818	2,006	2,106	100	16	45	19	20
Wisconsin.....	19,567	964	10,535	3,814	4,254	100	5	54	19	22
Wyoming.....	5,990	944	940	836	3,270	100	16	16	14	54
Undistributed.....	362	182	-----	-----	180	100	50	-----	-----	50

¹ Partly estimated.

² See table 1, footnote 1.

Table 8.—Trend of Federal civilian employment by selected agency, all areas, as of June 1940-50

[For coverage, see headnote, table 1]

Period	All agencies		Department of Defense ¹		Post Office Department		Veterans Administration		Other agencies	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
June 1940.....	1,014,117	100	255,543	25	303,654	30	39,873	4	415,047	41
June 1941.....	1,370,110	100	543,153	40	315,181	23	42,948	3	468,828	34
June 1942.....	2,206,970	100	1,273,740	58	319,763	14	43,984	2	569,483	26
June 1943.....	3,157,113	100	2,088,892	66	316,357	10	53,349	2	698,515	22
June 1944.....	3,312,256	100	2,256,846	68	352,773	11	50,510	1	652,127	20
June 1945.....	3,769,646	100	2,634,075	70	378,849	10	65,143	2	691,579	18
June 1946.....	2,722,031	100	1,416,225	52	488,623	18	109,643	6	647,540	24
June 1947.....	2,128,648	100	859,142	41	471,757	22	216,753	10	580,966	27
June 1948.....	2,090,732	100	870,662	42	503,607	24	195,545	9	520,618	25
June 1949.....	2,109,642	100	879,875	42	517,743	25	195,488	9	516,536	24
June 1950.....	1,966,448	100	753,149	38	500,679	25	188,392	10	524,228	27

¹ For June 1940-June 1947, represents War Department and Navy Department combined.

Table 9.—Trend of Federal civilian employment, all areas, by type of appointment and specified period, 1939-50

[For coverage, see headnote, table 1]

Period	Total	Type of appointment		
		Subject to competitive requirements of Civil Service Act		Excepted from competitive requirements of Civil Service Act
		Number	Percent of total reported	Not reported
June 1939.....	926,415	622,832	68	297,478
June 1940.....	1,014,117	726,827	72	275,993
June 1941.....	1,370,110	990,233	73	367,917
June 1942.....	2,128,648	1,733,019	81	395,629
June 1943.....	2,090,732	1,750,823	84	339,909
June 1944.....	2,109,642	1,802,708	85	306,934
June 1950.....	1,966,448	1,687,594	86	278,854

¹ Data not reported during war.

² In the continental United States, 1,665,514, or 92 percent, of 1,819,489 employees had appointments made in accordance with the competitive requirements of the Civil Service Act.

Table 10.—Trend of Federal civilian employment, continental United States, by compensation authority and specified period, 1938-50

[For coverage, see headnote, table 1]

Period	Total		Classification Act of 1949 ¹		Postal Pay Act		Wage board		Other ²	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
December 1938 ³	4,808,715	100	5,367,660	46	4,286,575	35	(⁰)	(⁰)	154,480	19
October 1942.....	2,539,167	100	3,125,780	44	314,149	13	(⁰)	(⁰)	1,093,238	43
December 1944.....	2,859,737	100	3,221,272	43	370,967	13	(⁰)	(⁰)	1,267,498	44
June 1946.....	2,299,007	100	1,044,710	46	485,389	21	667,210	29	101,689	4
June 1947.....	1,849,781	100	852,162	46	468,465	25	455,074	25	74,080	4
June 1948.....	1,859,807	100	807,384	43	500,188	27	483,222	26	69,013	4
June 1949.....	1,928,524	100	7,830,535	43	514,017	27	503,533	26	80,439	4
June 1950.....	1,819,489	100	7,808,508	44	496,875	27	447,044	25	67,062	4

¹ 1949 and earlier years, Classification Act of 1923, as amended.

² Represents employees paid at rates fixed by other statutes, by Executive orders, or by administrative determination.

³ Based on sample data.

⁴ Excludes temporary postal employees hired for Christmas period.

⁵ Excludes employees in Clerical-Mechanical

Service under Classification Act of 1923, as amended, paid on an hourly basis; such employees are included in "Other."

⁶ Not available; included in "Other."

⁷ This total of classified employees for June 1949 and 1950 differs slightly from the July 1, 1949, and June 30, 1950, totals, shown in tables 11 and 12, because of differences in date and method of reporting data.

Table 11.—Salary distribution of full-time Federal civilian employees in positions subject to the Classification Act of 1949 on June 30, 1950

[For coverage, see headnote, table 1]

Basic annual rate	Total employees		Basic annual rate	Total employees		Basic annual rate	Total employees	
	Number	Percent		Number	Percent		Number	Percent
GENERAL SCHEDULE								
All rates.....	701,824	100.00						
\$2,200.....	4,178	0.60	\$3,595	36	0.01	\$6,000	3,537	0.50
\$2,280.....	1,680	0.24	3,600	6,234	0.89	6,125	1	(1)
\$2,360.....	2,518	0.36	3,700	4,283	0.61	6,200	2,147	0.31
\$2,440.....	1,323	0.19	3,725	6,406	0.91	6,235	1	(1)
\$2,450.....	26,519	3.78	3,750	9	(1)	6,400	10,071	1.44
\$2,520.....	797	0.11	3,825	18,613	2.65	6,600	6,584	0.94
\$2,530.....	20,569	2.93	3,850	9,407	1.34	6,800	6,622	0.94
\$2,600.....	661	0.09	3,950	16,186	2.31	7,000	2,635	0.38
\$2,610.....	14,011	2.00	3,975	470	0.07	7,094	1	(1)
\$2,650.....	28,636	4.08	4,075	13,314	1.90	7,193	3	(1)
\$2,680.....	1,104	0.16	4,100	77	0.01	7,200	2,401	0.34
\$2,690.....	9,162	1.31	4,105	6	(1)	7,400	2,151	0.31
\$2,730.....	26,379	3.76	4,200	14,434	2.06	7,600	3,992	0.57
\$2,760.....	25	(1)	4,225	21	(1)	7,800	3,551	0.51
\$2,770.....	8,360	1.19	4,325	9,552	1.36	7,812	1	(1)
\$2,810.....	20,834	2.97	4,366	1	(1)	7,911	4	(1)
\$2,840.....	1	(1)	4,450	10,367	1.48	8,000	2,773	0.40
\$2,850.....	7,901	1.13	4,491	4	(1)	8,200	1,267	0.18
\$2,875.....	16,169	2.30	4,575	11,523	1.64	8,390	2	(1)
\$2,890.....	15,009	2.14	4,600	9,292	1.32	8,400	1,189	0.17
\$2,930.....	15,172	2.16	4,700	2,506	0.36	8,600	977	0.14
\$2,952 ²	2	(1)	4,725	11,576	1.65	8,800	1,670	0.24
\$2,955.....	18,398	2.62	4,825	1,474	0.21	8,880	13	(1)
\$2,970.....	14,711	2.10	4,850	9,638	1.37	9,000	1,314	0.19
\$3,010.....	129	0.02	4,950	2,170	0.31	9,200	1,264	0.18
\$3,035.....	16,318	2.33	4,975	7,740	1.10	9,400	244	0.03
\$3,040 ²	1	(1)	5,000	2,533	0.36	9,600	243	0.03
\$3,050.....	17,496	2.49	5,004	12	(1)	9,706	2	(1)
\$3,090.....	16	(1)	5,005	5	(1)	9,800	794	0.11
\$3,100.....	16,869	2.40	5,075	25	(1)	10,000	336	0.05
\$3,115.....	12,550	1.79	5,100	6,362	0.91	10,100	1	(1)
\$3,130.....	21,132	3.01	5,125	1,421	0.20	10,250	26	(1)
\$3,170.....	5	(1)	5,200	6	(1)	10,303	1	(1)
\$3,195.....	10,699	1.52	5,225	4,598	0.66	10,305	17	(1)
\$3,210.....	434	0.06	5,250	1,046	0.15	10,330	10	(1)
\$3,225.....	14,853	2.12	5,325	2	(1)	10,500	605	0.09
\$3,226 ²	1	(1)	5,350	6,618	0.94	10,750	1,291	0.18
\$3,275.....	12,988	1.85	5,375	858	0.12	11,000	53	0.01
\$3,290.....	63	0.01	5,400	10,446	1.49	11,200	211	0.03
\$3,350.....	10,665	1.52	5,460	89	0.01	11,400	1	(1)
\$3,351 ²	11	(1)	5,475	277	0.04	12,000	7	(1)
\$3,355.....	15,869	2.26	5,500	912	0.13	12,200	46	0.01
\$3,370.....	27	(1)	5,600	9,589	1.37	12,500	1	(1)
\$3,435.....	401	0.06	5,625	636	0.09	12,800	1	(1)
\$3,450.....	5,636	0.80	5,630	1	(1)	13,000	5	(1)
\$3,475.....	8,670	1.24	5,725	18	(1)	13,500	1	(1)
\$3,480 ²	2	(1)	5,750	901	0.13	14,000	23	(1)
\$3,515.....	72	0.01	5,800	6,513	0.93			
\$3,575.....	6,432	0.92	5,875	29	(1)			

Table 11.—Salary distribution of full-time Federal civilian employees in positions subject to the Classification Act of 1949 on June 30, 1950—Con.

[For coverage, see headnote, table 1]

Basic annual rate	Total employees		Basic annual rate	Total employees		Basic annua. rate	Total employees	
	Number	Percent		Number	Percent		Number	Percent
CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE								
All rates.....	'98, 924	100.00						
\$1,510.....	62	0.06	\$2, 674	1, 299	1.31	\$3, 325	1, 407	1.42
\$1,570.....	26	0.03	2, 690	1, 434	1.45	3, 380	3, 105	3.14
\$1,630.....	27	0.03	2, 732	3, 866	3.91	3, 400	427	0.43
\$1,690.....	29	0.03	2, 754	1, 492	1.51	3, 425	1, 328	1.34
\$1,750.....	15	0.02	2, 770	1, 248	1.26	3, 460	40	0.04
\$1,810.....	13	0.01	2, 812	12	0.01	3, 525	1, 600	1.62
\$1,870.....	26	0.03	2, 834	1, 265	1.28	3, 625	938	0.95
\$1,930.....	1	(¹)	2, 850	1, 272	1.29	3, 650	630	0.64
\$2,120.....	4, 900	4.95	2, 900	1, 420	1.44	3, 725	2, 344	2.37
\$2,190.....	4, 254	4.30	2, 914	966	0.98	² 3, 727	3	(¹)
\$2,252.....	3, 436	3.47	2, 930	3, 996	4.04	3, 775	874	0.88
\$2,260.....	4, 001	4.04	2, 980	1, 990	2.01	3, 825	60	0.06
\$2,330.....	1, 823	1.84	2, 994	754	0.76	3, 900	632	0.64
\$2,332.....	4, 385	4.43	3, 010	79	0.08	3, 925	3	(¹)
\$2,400.....	1, 491	1.51	3, 060	2, 163	2.19	4, 025	614	0.62
\$2,412.....	3, 360	3.40	3, 074	1, 021	1.03	4, 150	1, 367	1.38
\$2,450.....	1, 930	1.95	3, 090	(¹)		4, 275	354	0.36
\$2,470.....	2, 046	2.07	3, 125	954	0.96	4, 400	404	0.41
\$2,492.....	2, 142	2.17	3, 140	1, 647	1.66	4, 525	412	0.42
\$2,530.....	2, 273	2.30	3, 154	2, 824	2.85	4, 650	118	0.12
\$2,540.....	4, 668	4.72	3, 220	1, 853	1.87	4, 775	100	0.10
\$2,572.....	2, 168	2.19	3, 225	1, 278	1.29	4, 900	193	0.20
\$2,610.....	2, 227	2.25	3, 234	92	0.09	5, 025	8	0.01
\$2,652.....	2, 231	2.26	3, 300	1, 501	1.52	5, 150	3	(¹)

¹ Less than 0.005 percent.

² Rates not specified in Classification Act of 1949. Incumbents' salary rates in effect prior to coverage under the act.

Table 12.—Grade and schedule distribution of full-time Federal civilian employees in positions subject to the Classification Act of 1949 on June 30, 1950, and July 1, 1949

[For coverage, see headnote, table 1]

Grade	Employees at General Schedule rates				Employees at Crafts, Protective, and Custodial Schedule rates			
	1950		1949 ¹		1950		1949 ¹	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All grades.....	701, 824	100.0	711, 041	100.0	98, 924	100.0	105, 727	100.0
1.....	12, 288	1.8	16, 070	2.3	198	.2	164	.2
2.....	101, 861	14.5	114, 580	16.1	23, 188	23.4	25, 514	24.1
3.....	144, 725	20.6	152, 387	21.4	21, 599	21.8	22, 452	21.2
4.....	103, 550	14.8	103, 382	14.5	14, 456	14.6	16, 347	15.5
5.....	73, 676	10.5	72, 030	10.1	9, 716	9.8	9, 985	9.4
6.....	30, 375	4.3	30, 699	4.3	13, 722	13.9	15, 398	14.6
7.....	72, 180	10.3	68, 472	9.6	9, 251	9.4	9, 250	8.8
8.....	13, 991	2.0	14, 162	2.0	4, 381	4.4	4, 168	3.9
9.....	56, 255	8.0	55, 073	7.8	1, 255	1.3	1, 289	1.2
10.....	8, 345	1.2	6, 847	1.0	1, 158	1.2	1, 160	1.1
11.....	35, 750	5.1	32, 957	4.6				
12.....	26, 915	3.8	25, 430	3.6				
13.....	13, 770	2.0	12, 188	1.7				
14.....	5, 542	.8	4, 829	.7				
15.....	2, 306	.3	1, 935	.3				
16.....	220	(²)						
17.....	52	(²)						
18.....	23	(²)						

¹ The Classification Act of 1923, as amended, was in effect on July 1, 1949. "General Schedule" distribution for that date combines (1) the Professional and Scientific Service, (2) the Subprofessional Service and (3) the Clerical, Administrative, and Fiscal Service in accordance with allocations prescribed in title VI, sec. 604 of Public Law 429, 81st Cong.

² Less than 0.05 percent.

Table 13.—Accessions of Federal civilian full-time employees, continental United States, by type of accession; by fiscal year, 1945–50; and by month, July 1949–June 1950

[For coverage, see headnote, table 1]

Period	Total number of accessions	Accession rate per 100 full-time employees	Type of accession												
			Inter-agency transfer		Return from military service		Original probational appointment		Temporary, indefinite period		Temporary, limited period		Other ¹		
			Number	Percent of total	Number	Percent of total	Number	Percent of total	Number	Percent of total	Number	Percent of total	Number	Percent of total	
<i>Fiscal year</i>															
1945.....	1,600,297	4.9	46,609	2.9	21,351	1.4	(2)	(2)	(2)	(2)	153,933	9.6	1,378,404	86.1	
1946.....	1,429,822	5.2	95,056	6.6	210,138	14.7	(2)	(2)	(2)	(2)	376,274	26.3	748,354	52.4	
1947.....	748,195	3.4	46,654	6.2	46,544	6.2	(2)	(2)	(2)	(2)	241,333	32.3	413,664	55.3	
1948.....	630,182	3.3	25,174	4.0	7,159	1.1	85,649	13.6	182,408	29.0	151,284	24.0	178,508	28.3	
1949.....	562,457	2.8	25,748	4.6	1,748	.3	109,158	19.4	157,570	28.0	123,186	21.9	145,047	25.8	
1950.....	330,307	1.7	18,979	5.7	1,082	.3	73,954	22.4	39,825	12.1	80,669	24.4	115,798	35.1	
<i>1949</i>															
July.....	31,902	2.1	1,589	4.6	112	.3	8,411	24.1	5,973	17.1	6,174	17.7	12,643	36.2	
August.....	28,792	1.7	1,411	4.9	81	.3	7,273	25.3	4,618	16.0	4,969	17.2	10,440	36.3	
September.....	24,471	1.5	1,316	5.4	85	.3	6,091	24.9	3,676	15.0	4,137	16.9	9,166	37.5	
October.....	22,197	1.3	1,697	7.6	90	.4	5,388	24.3	3,226	14.5	3,431	15.5	8,365	37.7	
November.....	19,232	1.2	1,559	8.1	71	.4	5,010	26.0	2,633	13.7	2,882	15.0	7,077	36.8	
December.....	19,241	1.2	1,579	8.2	76	.4	5,518	28.7	2,698	14.0	2,907	15.1	6,463	33.6	
<i>1950</i>															
January.....	23,329	1.5	1,672	7.2	158	.7	5,991	25.7	2,949	12.6	4,863	20.8	7,696	33.0	
February.....	22,964	1.4	1,510	6.6	115	.5	5,829	25.4	2,569	11.2	6,420	27.9	6,521	28.4	
March.....	22,773	1.4	1,631	7.2	87	.4	4,962	21.8	2,306	10.1	5,969	26.2	7,818	34.3	
April.....	27,573	1.7	1,710	6.2	80	.3	5,393	19.6	2,480	9.0	7,923	28.7	9,987	36.2	
May.....	38,922	2.4	1,639	4.2	70	.2	6,901	17.7	3,482	9.0	14,653	37.6	12,177	31.3	
June.....	45,911	2.8	1,666	3.6	67	.1	7,187	15.7	3,215	7.0	16,341	35.6	17,445	38.0	

¹ For entire period covered, includes accession by excepted appointment, reemployment other than military, and reinstatement; for 1945, 1946, and 1947, includes probational appointment, indefinite appointment made under civil-service regulation applicable at time, and a few accessions not reported by type.

² Not available; included in "Other."

Table 14.—Separations of Federal civilian full-time employees, continental United States, by type of separation; by fiscal year, 1945-50; and by month, July 1949-June 1950

[For coverage, see headnote, table 1]

Period	Total number of separations	Separation rate per 100 full-time employees	Type of separation											
			Quit ¹		Reduction in force		Discharge ²		Extended leave without pay ³		Termination ⁴		Other ⁵	
			Number	Percent of total	Number	Percent of total	Number	Percent of total	Number	Percent of total	Number	Percent of total	Number	Percent of total
<i>Fiscal year</i>														
1945.....	1,674,397	5.1	1,066,652	63.7	66,591	4.0	207,856	12.4	83,292	5.0	97,193	5.8	152,813	9.1
1946.....	2,096,602	7.6	1,161,121	55.4	603,593	28.8	108,141	5.1	65,059	3.1	112,824	5.4	45,864	2.2
1947.....	1,190,316	5.4	527,026	44.3	388,265	32.6	25,459	2.1	39,075	3.3	(9)	(9)	210,551	17.7
1948.....	623,970	3.3	320,236	51.3	98,616	15.8	14,452	2.3	27,033	4.4	(9)	(9)	163,633	26.2
1949.....	511,244	2.5	242,138	47.4	53,748	10.5	12,515	2.4	28,645	5.6	(9)	(9)	174,198	34.1
1950.....	431,037	2.2	160,331	37.2	103,281	24.0	9,229	2.1	23,371	5.4	110,143	25.6	24,682	5.7
<i>1949</i>														
July.....	39,741	2.3	14,393	36.2	5,560	14.0	948	2.4	2,294	5.8	14,223	35.8	2,323	5.8
August.....	40,208	2.4	16,670	41.5	7,439	18.5	1,039	2.6	2,470	6.1	9,940	24.7	2,650	6.6
September.....	54,182	3.2	22,927	42.3	10,665	19.7	969	1.8	2,919	5.4	14,656	27.0	2,046	3.8
October.....	63,461	3.9	16,548	26.1	29,395	46.3	927	1.5	2,086	3.3	12,349	19.4	2,156	3.4
November.....	33,064	2.0	10,273	31.1	9,700	29.3	736	2.2	1,719	5.2	8,637	26.1	1,999	6.1
December.....	27,167	1.7	9,281	34.2	6,430	23.7	651	2.4	1,511	5.5	7,416	27.3	1,878	6.9
<i>1950</i>														
January.....	29,292	1.8	10,203	34.8	7,229	24.7	644	2.2	1,773	6.1	7,028	24.0	2,415	8.2
February.....	24,857	1.6	9,032	36.3	7,129	28.7	601	2.4	1,445	5.8	4,972	20.0	1,678	6.8
March.....	25,187	1.6	11,184	44.4	4,793	19.0	732	2.9	1,800	7.2	4,828	19.2	1,850	7.3
April.....	29,279	1.8	12,588	43.0	7,164	24.5	685	2.3	1,751	6.0	5,437	18.6	1,654	5.6
May.....	27,569	1.7	12,097	43.9	4,057	14.7	613	2.2	1,653	6.0	7,322	26.6	1,827	6.6
June.....	37,030	2.3	15,135	40.9	3,720	10.0	684	1.8	1,950	5.3	13,335	36.0	2,206	6.0

¹ Includes resignation, transfer to other Federal agency, and abandonment of position.

² Includes separation required by an agency for disqualification or inefficiency, and removal for misconduct, delinquency, or other serious cause.

³ Represents losses because of absence from duty in nonpay status for scheduled periods of more than 30 days.

⁴ Represents involuntary separation from indefinite, temporary, or excepted appointments.

⁵ For entire period, includes separations or furloughs for military leave, retirement, death, legal incompetence, and disability not giving employee retirement right; for 1945, 1946, and 1947, includes a few separations not reported by type; for 1947, 1948, and 1949, includes terminations.

⁶ Not available; included in "Other."

Table 15.—Comparison of uncompensated employment in selected Federal agencies, b area, June 1950, June 1949, and World War II peak

Agency	All areas		Continental United States			Washington, D. C., metropolitan area ¹		
	June 1950	June 1949	June 1950	June 1949	July 1945 ²	June 1950	June 1949	June 1945 ²
Total, all agencies.....	79,707	68,469	77,871	67,060	333,840	1,450	1,246	3,720
White House Office.....	18	5	18	5	1	18	2	1
Bureau of the Budget.....	2	2	2	2	7	2	2	6
National Security Resources Board.....	60	48	60	48	66	60	48	16
State.....	97	75	91	74	906	88	65	10
Treasury.....	187	191	187	191	28	11	11	126
Office of the Secretary of Defense.....	16	28	16	24	267	6	28	20
Department of the Army.....	6	25	6	28	590	7	8	11
Department of the Navy.....	11	28	10	12	1,533	69	69	25
Justice.....	2,208	2,097	2,160	2,050	3,195	83	78	142
Interior.....	3,359	3,271	3,255	3,195	9,505	222	196	98
Agriculture.....	9,866	9,012	9,676	8,982	537	1	2	4
Commerce.....	71	55	71	55	79	6	6	3
Labor.....	14	5	14	5	4	4	4	237
Atomic Energy Commission.....	52	59	52	59	2	3	1	5
Civil Service Commission.....	4	4	4	4	15	1	1	15
Displaced Persons Commission.....	22	22	22	22	2	2	2	237
Economic Cooperation Administration.....	2	2	2	2	6	6	7	15
Federal Deposit Insurance Corporation.....	4,183	4,166	4,163	4,149	4,612	172	183	237
Federal Security Agency.....	3	26	3	26	6	3	1	5
General Services Administration.....	6	7	6	7	15	220	196	15
Housing and Home Finance Agency.....	220	196	220	196	2	2	2	237
National Advisory Committee for Aeronautics.....	2	2	2	2	1	1	1	82
National Capital Sesquicentennial Commission.....	36,516	36,937	35,285	35,701	182,161	289	237	1,128
Selective Service System.....	1	1	1	1	1	1	1	1
Smithsonian Institution.....	22,781	12,220	22,545	12,220	1,507	158	67	82
Veterans Administration.....								
Other wartime agencies.....					123,2 ¹			1,791

¹ See table 1, footnote 1.

² Highest monthly total reported; includes persons who received nominal salary of \$1 a year or \$1 a month.

Table 16.—Political-activity cases processed by the Commission (cumulative)¹**STATE AND LOCAL EMPLOYEES**

(Cumulative, July 19, 1940, through June 30, 1950)

Complaints received.....	498
Cases disposed of:	
Closed without investigation.....	73
Closed without action after investigation.....	157
Letters of Charges authorized but dismissed.....	35
Dismissed before hearing.....	20
Removals ordered.....	27
No violations established.....	41
Violations found not to warrant removal.....	45
Jurisdiction not established.....	17
Total cases disposed of.....	415
Cases on hand:	
Complaints under consideration.....	6
Investigations in progress.....	8
Investigations completed, but conclusion not reached as to subsequent action.....	53
Hearings pending.....	9
Decisions pending.....	7
Total cases on hand.....	83

FEDERAL EMPLOYEES

(Cumulative, Aug. 2, 1939, through June 30, 1950)

Complaints received.....	1,665
Cases disposed of:	
Closed without investigation.....	441
No violations established.....	899
Removals ordered.....	172
Other penalties ordered (suspension, debarment, reprimand) ²	36
Total cases disposed of.....	1,548
Cases on hand:	
Complaints under consideration (conclusion not reached as to authorizing investigation).....	20
Investigations in progress.....	17
Investigations completed, but conclusion not reached as to subsequent action.....	80
Total cases on hand.....	117

¹ See table 17 for fiscal-year summaries, 1946-50.² Violations occurred prior to enactment of the Hatch Act.

Table 17.—Political-activity cases processed by the Commission (by fiscal years, 1946-50)

STATE AND LOCAL EMPLOYEES

Complaints received, nature of subsequent action, and (where action is incomplete) number of cases on hand	Fiscal year ending—				
	June 30, 1946	June 30, 1947	June 30, 1948	June 30, 1949	June 30, 1950
COMPLAINTS RECEIVED					
On hand from previous year.....	24	25	26	36	70
Received during year.....	14	20	23	53	30
Total.....	38	45	49	89	100
CASES DISPOSED OF					
Closed without action before investigation.....	5	9	6	6	6
Closed without action after investigation.....	6	7	2	11	4
Dismissed before hearing.....	0	0	1	0	0
Final Report and Order issued:					
Removals ordered.....	1	1	2	2	4
No violations established.....	0	0	1	0	1
Violations found not to warrant removal.....	1	2	1	0	2
Jurisdiction not established.....	0	0	0	0	0
Total.....	13	19	13	19	17
CASES ON HAND					
Complaints under consideration (conclusion not reached as to authorizing investigation).....	0	0	3	3	6
Investigations in progress.....	6	3	7	5	8
Investigations completed, but conclusion not reached as to subsequent action.....	5	9	2	40	53
Letters of Charges authorized but not yet filed.....	0	1	0	0	6
Hearings pending.....	12	12	23	21	3
Decisions on hearings pending.....	2	1	1	1	7
Total.....	25	26	36	70	83

FEDERAL EMPLOYEES

COMPLAINTS RECEIVED					
On hand from previous year.....	93	93	113	127	123
Received during year.....	80	123	196	137	114
Total.....	173	216	309	264	237
CASES DISPOSED OF					
Closed without action ¹	24	42	82	50	45
Action following investigation:					
Removals ordered.....	18	24	20	14	21
No violations established.....	38	37	80	77	54
Total.....	80	103	182	141	120
CASES ON HAND					
Complaints under consideration (conclusion not reached as to authorizing investigation).....	15	10	19	21	20
Investigations in progress.....	20	39	25	29	17
Investigations completed, but conclusion not reached as to sub- sequent action.....	58	64	83	73	80
Total.....	93	113	127	123	117

¹ Closed, usually upon preliminary investigation, either because no violation or no jurisdiction was shown.

**Table 18.—Nonstatus employees granted competitive status noncompetitively,
fiscal year 1950**

Authority and agency	Number
BY LEGISLATION	
Act of Congress, Nov. 26, 1940 (Ramspeck Act) (Public Law 880, 76th Cong.), sec. 2 (b):	
Department of Agriculture.....	4
Department of the Army.....	1
Department of Commerce.....	1
General Accounting Office.....	1
Housing and Home Finance Agency.....	1
Department of Labor.....	1
Department of the Navy.....	1
Post Office Department.....	2
Department of State.....	1
Treasury Department.....	1
Veterans Administration.....	1
War Claims Commission.....	1
Act of Congress, Nov. 26, 1940 (Ramspeck Act) (Public Law 880, 76th Cong.), Executive Order 8743, Apr. 23, 1941:	
Department of Agriculture.....	14
Department of the Army.....	12
Civil Service Commission.....	1
Federal Power Commission.....	2
Federal Trade Commission.....	1
General Accounting Office.....	2
General Services Administration.....	5
Home Owners' Loan Corporation.....	4
Housing and Home Finance Agency.....	4
Department of the Interior.....	1
National Labor Relations Board.....	1
Department of the Navy.....	7
Office of Censorship.....	1
Reconstruction Finance Corporation.....	4
Selective Service System.....	10
Department of State.....	1
Treasury Department.....	13
War Production Board.....	2
Act of Congress, Nov. 26, 1940 (Ramspeck Act) (Public Law 880, 76th Cong.); Executive Order 8744, Apr. 24, 1941:	
Department of the Army.....	3
Office of Price Administration.....	1
Selective Service System.....	1
Treasury Department.....	1
Act of Congress, Dec. 20, 1941 (Public Law 363, 77th Cong.): District of Columbia Government.	2
Act of Congress, Aug. 14, 1946 (Farmers Home Administration Act of 1946) (Public Law 731, 79th Cong.); sec. 3.101 of the Regulations: Department of Agriculture (Farmers Home Administration)	16
Total, by legislation.....	122
BY EXECUTIVE ORDERS	
Executive Order 7916, June 24, 1938: Electric Home and Farm Authority.....	1
Executive Order 8833, July 26, 1941:	
Department of the Army.....	5
Federal Deposit Insurance Corporation.....	1
Department of the Navy.....	6
Veterans Administration.....	3
War Production Board.....	2
Executive Order 8939, Nov. 13, 1941: Interstate Commerce Commission.....	2
Executive Order 8952, Nov. 27, 1941:	
Department of the Army.....	2
General Services Administration.....	1
Maritime Commission.....	1
Office for Emergency Management.....	1
Office of Strategic Services.....	1
Executive Order 8712, Apr. 13, 1940:	
Department of Agriculture.....	2
Department of the Air Force.....	4
Department of the Army.....	10
Federal Trade Commission.....	2
General Services Administration.....	2
Home Loan Bank Board.....	1
Department of the Interior.....	3
Department of Justice.....	1
Department of the Navy.....	8
Reconstruction Finance Corporation.....	2
Department of State.....	1
Treasury Department.....	1
Veterans Administration.....	2

**Table 18.—Nonstatus employees granted competitive status noncompetitively,
fiscal year 1950—Continued**

Authority and agency	Number
BY EXECUTIVE ORDERS	
Executive Order 9807, Nov. 29, 1946:	
Department of Agriculture.....	2
Department of the Air Force.....	4
Department of the Army.....	26
General Services Administration.....	2
Department of the Interior.....	6
Interstate Commerce Commission.....	1
Veterans Administration.....	1
Executive Order 10689, Sept. 30, 1949:	
Administrative Office of the United States Courts.....	1
Department of Agriculture.....	100
Department of the Air Force.....	385
Department of the Army.....	1,124
Civil Aeronautics Board.....	9
Civil Service Commission.....	8
Department of Commerce.....	283
Department of Defense.....	11
Economic Cooperation Administration.....	12
Executive Office of the President.....	11
Export-Import Bank of Washington.....	2
Federal Communications Commission.....	4
Federal Deposit Insurance Corporation.....	2
Federal Power Commission.....	3
Federal Security Agency.....	79
Federal Trade Commission.....	2
General Accounting Office.....	24
General Services Administration.....	142
Government Printing Office.....	23
Home Owners' Loan Corporation.....	1
Housing and Home Finance Agency.....	70
Institute of Inter-American Affairs.....	1
Department of the Interior.....	142
Interstate Commerce Commission.....	12
Department of Justice.....	82
Department of Labor.....	13
Maritime Commission.....	10
National Advisory Committee for Aeronautics.....	7
National Capital Housing Authority.....	1
National Gallery of Art.....	2
National Labor Relations Board.....	1
Department of the Navy.....	322
Office of the Housing Expediter.....	65
Panama Canal.....	25
Post Office Department.....	25
Railroad Retirement Board.....	4
Reconstruction Finance Corporation.....	4
Securities and Exchange Commission.....	1
Selective Service System.....	3
Smithsonian Institution.....	3
Department of State.....	43
Treasury Department.....	176
Veterans Administration.....	89
Total, by Executive order.....	3,439

**Table 18.—Nonstatus employees granted competitive status noncompetitively,
fiscal year 1950—Continued**

Authority and agency	Number
BY CIVIL SERVICE RULES AND REGULATIONS	
Sec. 3.101 of the Regulations (formerly rule II, sec. 6; and Temporary Civil Service Regulation II, sec. 6):	
Department of Agriculture.....	1
Department of the Air Force.....	131
Department of the Army.....	127
Department of Commerce.....	284
Federal Deposit Insurance Corporation.....	1
Federal Security Agency.....	2
Federal Trade Commission.....	1
General Accounting Office.....	4
General Services Administration.....	185
Department of the Interior.....	3
Department of Justice.....	1
Maritime Commission.....	1
Department of the Navy.....	24
Panama Canal.....	1
Post Office Department.....	3
Railroad Retirement Board.....	1
Reconstruction Finance Corporation.....	1
Department of State.....	1
Securities and Exchange Commission.....	3
Tax Court of the United States.....	1
Treasury Department.....	29
Former rule II, sec. 7: Post Office Department.....	13
Sec. 3.2 of the Rules (formerly rule II, sec. 8):	
Department of the Army.....	7
Federal Security Agency.....	2
Housing and Home Finance Agency.....	1
Department of the Interior.....	2
Department of the Navy.....	3
Veterans Administration.....	1
Sec. 3.104 of the Regulations (formerly Temporary Civil Service Regulation X, sec. 5):	
Department of the Army.....	1
General Services Administration.....	1
Department of the Interior.....	1
Treasury Department.....	4
Temporary Civil Service Regulation II, sec. 6 (reinstatement with a competitive status):	
Post Office Department.....	67
Total, by Civil Service Rules and Regulations.....	908
Grand total.....	4,469

